CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU

bulletin

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Faculty and students join in country-wide protest against university underfunding

by Helen Baxter

University teachers and students in the tens of thousands marched, demonstrated, held press conferences and seminars and lobbied politicians during March in a mass effort to draw attention to the underfunding crisis threatening our university system.

The Week of National Concern, March 24-31, spearheaded by the Canadian Association of University Teachers, followed closely upon the Canadian Federation of Students' Week of Action. Faculty, students, administration and support staff joined together in protests across the country to get their message across to the public, politicians and the media. And the message was the same everywhere: unless the federal and provincial governments stop bickering and seriously address the underfunding problems facing our universities, the university system in Canada faces a critical decline.

CAUT President Jim Foulks put the matter succinctly. As a result of underfunding, he said, "Canadian universities are in danger of going the way of the Avro Arrow."

"Our governments have a habit of developing projects to world standards and then shooting them down before they have a chance to fly."

Although protests were heard in some 50 cities and towns across Canada, the largest and loudest demonstrations took place in Toronto and Edmonton.

The largest rally in the country was in front of the Alberta legislature. About 3,500 students, representing almost all of Alberta's post-secondary institutions, marched on the legislature to protest government cutbacks and the deteriorating quality of education in the province.

Alberta Premier Peter Lougheed addressed the demonstrators saying his government had "no intention of in any way reducing the funding of post-secondary education". In fact, the Premier made good on his promise — at least in the short run. Before the month was out, he had announced operating increases for Alberta's universities of 14.5 per cent.

University of Toronto students, with the support of the faculty association, the staff association and some on-campus unions, staged an over-night study-in on campus and a rally at Queen's Park. About 3,000 demonstrators from universities and colleges throughout the city braved heavy rain and cold to protest the underfunding of Ontario universities before the legislature building.

Appearing before the angry demonstrators, Ontario Minister of Consumer and Corporate Affairs Frank Drea refused to address the serious problems of Ontario's universities — among the most poorly funded in the country — telling the demonstrators instead to go complain to the federal government.

In their protests, faculty and students zeroed in on an array of serious problems already confronting universities in every province as a result of inadequate funding:

- ☐crowded classes and impersonal student/teacher relations;
- ☐inferior equipment and library support for students;
- ☐reduced capacity to carry out research;
- ☐decaying buildings and equipment;
- ☐the use of under-paid part-time teachers;
- ☐new barriers to higher education for women and native peoples;
- ☐highly competent people leaving the university system;
- ☐low morale in the universities.

In the long term, say teachers and students, if present government funding practices continue, the quality of the post-secondary education system in Canada will undergo a serious decline. Universities of the future will be far less accessible to a large number of lower and middle income Canadians, providing advanced education

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Photo — Ray Giguere, Courtesy of the GATEWAY

Right: thousands of students in Alberta throng to the provincial legislature to protest cuts to education.

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LETTERS LETTRES

Courses not cancelled

In a special edition of the *CAUT Bulletin* dealing with "Our Universities in Crisis" (March, 1982) the Zoology Department at the University of Manitoba was described, on page 11, as having "to cancel courses because of equipment deficiences". This description is not correct as we are offering a full and complete complement of courses despite the fact that we do not have as much equipment as we would like to have.

J.H. Gee, Head,
Department of Zoology,
University of Manitoba.

True nature of Soviet policy

In his reply (April 1982 *Bulletin)* to my criticism of his book review, Trevor L. Williams cites my comments as evidence "that in some quarters the Cold War is alive and well." Unfortunately those quarters include the Kremlin. At what was intended to be a secret meeting of Warsaw Pact officials in 1973 — a meeting penetrated by British intelligence — Leonid Brezhnev stated that détente and "peaceful coexistence" were a deception, a trick designed to permit the Soviet bloc to build up its strength while the capitalist world lowered its guard. The Soviet leader described the objective as being "to achieve global military supremacy by 1985, by which time the forces of world socialism will be in a position to dictate their will to the remnants of capitalist power in the West."

In the light of the true nature of Soviet policy, Williams' obvious desire to believe the best about the Soviet system is deplorable. A much more realistic portrayal of what that system means for human freedom appeared elsewhere in the April *Bulletin;* I refer to Boris M. Schein's excellent exposé of repression in Soviet universities. Schein's observations confirm part of what Anatole Shub reported over ten years ago in his book *The New Russian Tragedy.*

Though Williams alludes with apparent sarcasm to Soviet "terrorism," he fails completely to answer the point I made about Soviet support of terrorist organizations. To do so he would have had to refute the detailed evidence set forth by Claire Sterling in *The Terror Network: The Secret War of International Terrorism* (Holt, Rinehart and Winston, 1981).

Kenneth H.W. Hilborn,
Department of History,
University of Western Ontario.

Suffers for rights of others

Elisabeth Regulska, born in 1955, is a social anthropologist employed at the University of Warsaw and in prison since December 13, 1981. (Her home address: Aleja 3 Maja 2. m. 74.00-391 Warsaw, Poland. Ph. 275-547). Her main worry is her mentally disabled brother Witold, 22, who needs constant care.

Her only "guilt" is her devotion to the civil rights of others. This was the reason for her being committed to KSS KOR, an organization established in 1976 to help the families of imprisoned and persecuted blue collar workers who dared to involve themselves in strikes (it is worth mentioning that formally workers had the right to strike). Later on, she also became interested in the fate of Ukrainians in Poland and started to work on a Ph.D. thesis devoted to this touchy subject. During the period of relative freedom from August 1980 to December 1981, she did some voluntary work for Solidarity in the field of publications. This was probably the immediate reason for her internment.

I know Elisabeth well as a good, sincere and dedicated person who has suffered a lot in her life (she lost both her parents quite early) but who has preserved her optimistic and constructive approach to life. She took care of her paralyzed father and afterwards of her disabled brother. She was always willing to sacrifice her time and effort on behalf of people who were in trouble such as the imprisoned blue collar workers, their families left without sources of income, Ukrainians defending their national, cultural and religious identity, and so on.

Now she is in trouble herself and we are trying to organize some help for her. A telegram has been sent on her behalf by the *Edmonton Journal* directly to General Jaruzelski, as well as to the Polish Embassy in Ottawa. It would be helpful to have more telegrams, telephone inquiries and letters to the Polish authorities on behalf of Elisabeth. It would be worth it to make the Polish authorities know that in Canada people do not go to jail just because they are concerned about the human rights of others.

Elisabeth is one of many Polish people interned under martial law. By showing interest in her fate, we are helping indirectly all those suffering and waiting for help. She is particularly dear to me as my niece. We are mailing parcels with food and clothing regularly in order to at least help her brother. Being released from prison, she would be able to act again as his caretaker. She can always depend on our help. However, we are able to do little by ourselves to obtain her release. A large number of letters from Canadians addressed to the Polish authorities may be very helpful.

Alexander J. Matejko,
Department of Sociology,
University of Edmonton

A Caricature of West Germany

Franz Hegmann's picture of West Germany and of West German universities

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CHINA

The Second Summer ...An Academic Adventure

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CHINA 1982

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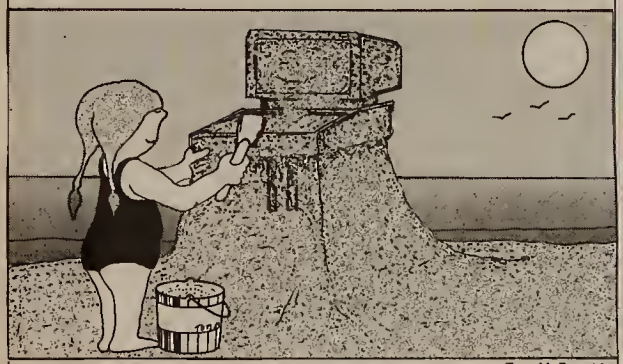
Commentary

The idol stands on feet of clay

by Richard Joly



Tom McDonald

Next to Wayne Gretzky smashing yet another N.H.L. record, the most popular topic in the news these days is that "The computer generation is upon us." David Mitchell's "The knowledge revolution" *(CAUT Bulletin,* Feb. 1982, 15) recites the litany of the ubiquitous chip that will turn the majority of our students into "bright kids", cover the land with microcomputers, turn professors into managers of learning equipment, and bring about a revolution next in importance to the invention of the word.

Such surveys of the present and projections into the future provide fascinating reading and give rise to disquieting thoughts; they shake to its deepest foundations any self-image that does not include visions of professors and universities as partly portable machines. They might even prod some oldish noodles into taking a few crash courses designed to raise their per capita consumption of electronic circuits from a retarded five or six to a fashionable 10,000 or so. If the challenge of Canadian scholars lies in that direction, well... who's against survival?

Let's grant that appalling laziness and irrational resistance to change account for part of the scepticism one feels when the computer experts start blowing their horns and puffing the walls of our ancient world into sterile dust. But part of one's anguish also springs from a much deeper and more tragic observation.

The fact is clear that knowledge is nothing more than an instrument, a tool to be applied to a given piece of work, namely the quality of one's individual and social life and that of the society in which one lives. No tool, whether it be a hammer, a car, a computer or a learned paper, holds any intrinsic value *per se.* Its only real worth derives from the purpose it serves, the objective it makes possible to reach. Any talk about the value of computers without reference to their users or the purpose they serve amounts to mistaking the concert hall for the music.

Underlying the vast majority of litanies intoned to the majestic powers of the computer is the glaring fallacy that knowledge holds automatic promises of life enrichment. Who can prove that I will be a fuller person and a more fruitful member of society simply because the entire contents of the *Britannica* can be piped into my kitchen in a few seconds at the touch of a button? In fact, I know a great number of decent and happy citizens who manage very well without the *Britannica* at all.

Who's in a position to demonstrate that, when my students have turned me into a pocket professor to match their pocket computer, they and I will have become, *ipso facto,* worthier components of our campus community, better equipped to face the emotional requirements of our daily existence? Can one really believe that an ever-growing tidal wave of information will prove to be the decisive factor in the equations of our ethical decisions in personal and social matters?

If knowledge alone holds the divine power of enhancing the quality of whatever it touches, how is it that we are so regularly faced with expansively-informed malevolence, greed, lust for power and disregard for basic human rights? Should one assume that Hitler's "ignorant" regime would have mended its ways had it had more information on silicon chips? If we keep on exploiting the Third World, is it really because computer banks haven't yet become as freely available as hamburger stands? Is it overly cynical to doubt that as soon as they have more computer-fed information at their finger tips, the technocracies of government, education and labor will automatically stop manipulating the not-so-well-informed and return some dignity to democracy?

If a Superior Power were to decide, from up above, who should be eliminated from our learned establishments, I imagine that it would first cast its all-knowing sight over those of us who have perverted Higher Education into Higher Instruction. If some of us should be forced to leave the sacred groves where the young seek a deeper meaning to their lives, in addition to an education, the first to go should be those who have not yet determined their basic priorities, or the relationship of information to the achievement of the human destiny, individual and collective.

A bizarre form of illiteracy feasts on stacks of print-outs, but misses completely such essential factors of human progress as generosity, self-renouncement, devotion to humble causes, genuine sharing, inner discipline, respect for the dignity of all. Whether rooted in religious belief or in other inspirations to serve mankind, such riches of the heart cannot be cast aside or left uncultivated on university campuses, to the sole benefit of the information-gorged brain.

There is much merit in the theory that what the student wants should serve as one of the criteria used to decide who stays and who goes. For the sake of elementary fairness, let's stop brainwashing our students for a year with the message that "more is better". Let's take a sabbatical from information to listen to what *they* have to say about what quality of life really means to *them.* We might be in for a big surprise. We might even find that many of them do *not* share our blithe assumption that the one yardstick by which to measure a human being is the amount of information he has been fed by a computer. Who knows? This healthy sabbatical might lead us to the discovery that the young people of today loathe a world, *their* world, which is tottering because the idol of knowledge — the computer — however resplendent, stands on feet of clay.

Professor Joly is with the Faculty of Education at the University of Sherbrooke.

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LETTERS
LETTRES

(*CAUT Bulletin*, February, 1982) bears little resemblance to my perception of the Germany I believe in or to the University (Bonn) where I teach.

Hegmann's article (which seems to be based largely on selective use of secondary sources) makes much of the materialistic ideals of the older generation. But problems of a dialogue between the generations result not only from lack of understanding on the part of the older generation but also from the claim to the absolute truth held by a minority, mainly of younger people.

In discussing the so-called *Berufsverbot*, Hegmann does not seem to be aware that for generations German law has demanded from the civil servant a particular loyalty towards the state — the state, not the regime. In this tradition, the German Civil Service law of 1953 states that only persons can become civil servants who at all times actively support the constitutional order. The so called 'Radicals Edict' of 1972 was an agreement aiming at the uniform application of this formula.

This is hardly an unfair demand. No state would employ civil servants who engage in actions to overthrow the constitutional order. The problem in the Federal Republic in implementing it is twofold:

First, more people than elsewhere fall into the category of civil servants, including judges, the police, all university teachers and practically all school teachers, as well as most railway and postal employees. A reform is being considered because some people think that this special loyalty is not essential for say, a dustman. But the existing law does not allow any concession.

Second, it is difficult to find criteria by which it can be judged whether a person guarantees that he will always actively support the constitutional order. In this situation it was agreed that the criterion should be support of a party or an organization which aims at overthrowing the constitutional order. As it is the objective of the German Communist Party (which, it should be noted, is fully dependent on Moscow and has nothing in common with Eurocommunist parties in France, Italy or Spain) to establish a dictatorial one party regime in which e.g. the separation of power would become meaningless, — membership in it justifies doubts regarding the candidate's readiness to support the constitutional order. The candidate can refute these doubts. In many cases where the issue went to court the applicant was cleared and subsequently employed.

It should be noted that to date only 0.08% (8 out of ten thousand) of all applicants for civil service employment have been rejected on these grounds; that only a handful of people were dismissed from civil service; and that to my knowledge, no university professor at all has been dismissed. This hardly justifies Hegmann's suggestion of a 'purge'.

It is misleading and malicious to purport (as the author does in several instances) that the discussion of ideas or opinions pertaining to radically alternative models of the state, of the economy, and of society is in any way legally restricted at West German universities. What is prohibited by law is not the airing of ideas but concrete actions against the democratic constitutional order.

No doubt state authorities, in their meticulous search for 'enemies' of the constitution and for terrorism, have sometimes acted in a manner which is plainly stupid — a common feature perhaps of large bureaucracies everywhere. No doubt either, the imminent threat of terrorism created an atmosphere in which differentiated views were easily misunderstood. Simple-minded people and the political groups catering to them have been only too ready to condemn every person whose opinion could be interpreted as showing sympathy for terrorists. Many people did not grasp the distinction between an understanding for the original motives of terrorists, e.g. dissatisfaction with the continued existence of social inequality in Germany (which is shared by many), and applauding of terrorist action (which is non-acceptable).

The incidents referred to in the article did take place, although Hegmann's description of them is not always complete. Many people in Germany deplore them. But these are exceptions. All the cases cited caught much publicity and were openly discussed — hardly a symptom of a state which is sliding into totalitarianism or calling for parallels to post 1933 Nazism. It is not true that no Marxist professors are employed by German universities.

It is equally untrue that the state does nothing against right-wing extremists: the first party to be declared illegal in 1952 was the right wing Sozialistische Reichs Partei; and there are at least 3 major court cases against right wing extremists pending. It is also untrue that the government readily seized the opportunity of terrorism to restrict civic liberties: quite the contrary, most Germans were demanding much more oppressive legislation and police action against terrorists and, much worse, against people who were suspected of terrorism. This legislation was passed under severe pressure from public opinion and from a political opposition which accused the government of doing nothing.

While the attitudes of some West Germans towards civic rights and dissenting opinions may leave something to be desired, the level of political tolerance is higher today than ever before. Many West Germans are working to promote such ideas and in this way to strengthen the democratic system. For this endeavour, one sided interpretations by persons who feel that this process is too slow or not taking the right direction are unhelpful. And when somebody arrives at the conclusion that German society is undemocratic because conditions there do not comply with his own views of what society should be like, and resorts to excessive polemic to discredit a democratic state, then the democratic qualities of the critic may be questioned.

Dr. Detlev Karsten
Visiting Professor of German
and European Studies
University of Toronto

Mr. Hegmann replies:

Professor Karsten's conclusions would appear to be the result of misinterpretations of certain passages in my article and generalized allusions. Some of the insinuations pertaining to statements of "untruth" are, in his opinion, exemplified in the following remarks: "... in any way *legally* restricted at West-German universities"; "... no Marxist professors are *employed* ..."; and "... the state does *nothing* against right wing extremists ..."

In reply to the above points, I would like to state that to the best of my knowledge I have nowhere in my article expressed ideas to that *precise* effect. Suppositions of this nature, therefore, are made entirely out of context and represent theoretical extrapolations.

Prof. Karsten implies furthermore that the resource material for my article has been based largely on the selective use of "secondary sources" which undoubtedly bear little resemblance to his own perception of the "Germany I live in or the University of Bonn where I teach." May I assure Prof. Karsten in this respect, however, that I am quite familiar with the general political scene in West-Germany, including the one at West-German universities, both from personal background experience as well as personal contact with "primary sources", both professors and students.

I am also fully aware of the fact that, in the words of Prof. Karsten, "for generations German law has demanded from the civil servant a particular loyalty towards the state — the state — not the regime." Unfortunately, however, it was exactly this kind of subservient belief in an absolute credo which made the civil servant turn a "blind eye" towards the "unholy union" of the "National Socialist *State*" and the "Nazi *Regime*" when the dichotomous artificiality no longer existed.

As regards my suggestions of a political "purge", I would like to state that my criteria have been based on a wide spectrum

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More on the Canada-Latin America Connection

On behalf of the Canadian Committee of Scientists and Scholars, I sent the following letter on January 8, 1982 to university presidents across Canada:

"I am writing to you about the Inter-American Organization for Higher Education (IOHE). This organization was founded in October 1980 and presently has its head office in Quebec City. It is actually an association of presidents of universities in Latin America, the United States of America and Canada. As far as we can make out, these presidents have joined IOHE as representatives of their universities, with little or no consultation with the academics of their own universities.

The Canadian Association of Latin American and Caribbean Studies has confirmed information received from other sources that many of the presidents of the Latin American universities are military, whose appointment was made by the government of their countries with a specific mandate to get rid of any dissent. The record shows that these military presidents have destroyed academic freedom in their universities, as is common knowledge especially in the case of the universities of Chile and Argentina.

The presence of Canadian presidents in this association, irrespective of the proclaimed purpose of IOHE, gives an aura of respectability to the Latin American military presidents and their universities. This judgement is shared explicitly by our academic colleagues in Latin American universities. It is our conclusion that IOHE, by its very existence, offends the principles to which our own academic community is dedicated and in place of aiding our oppressed colleagues in Latin America actually gives support to those who are oppressing them.

We feel that the academic community of Canada should be fully informed about this situation and we plan to use for this purpose the communication facilities that are available to us. If you would like to comment on this situation, particularly if you are a member of IOHE, we would be glad to include your response in our report to our colleagues."

The membership of IOHE given in its November 1980 brochure includes the following Canadian university presidents, most of whom have not yet replied to my letter (nor to a follow-up letter sent on February 24, 1982):

Ian H. MacDonald, York University, Ontario
Pascal Parent, Université du Québec, à Rimouski, P.Q.
E. Margaret Fulton, Mount Saint Vincent University, Halifax, N.S.
K. George Pedersen, Simon Fraser University, Burnaby, B.C.
Paul Rouest, College de St. Boniface, Manitoba
Yves Martin, Université de Sherbrooke, P.Q.
J.W. O'Brien, Concordia University, Sir George William Campus, Montréal, P.Q.
Roger Guindon, Université d'Ottawa, Ont.
Gerard Arguin, Université du Québec à Chicoutimi, P.Q.
Gilles Boulet, Université du Québec, Sainte-Foy, P.Q.
David L. Johnston, McGill University, Montreal, P.Q.
Louis-Edmond Hamelin, Université du Québec à Trois-Rivières, P.Q.
Paul LaCoste, Université de Montréal, P.Q.
Jean-Guy Paquet, Université Laval, Québec, P.Q.
Claude Pichette, Université du Québec à Montréal, P.Q.
James Ham, University of Toronto, Ont. (joined since November 1980)

Professor Jorge Nef, President. The Canadian Association for Latin American and Caribbean Studies, in a letter in the previous issue of the *CAUT Bulletin*, Vol. 29, No. 2, April 1982, gives the reasons why Canadian academics should challenge this association between Canadian and Latin American university presidents. In several cases, repression of the academic freedom, and indeed violation of the basic human rights, of our colleagues in Latin America takes place in the very universities whose presidents are members of IOHE.

Professor James Foulks, President of CAUT, wrote January 29, 1982 in a memorandum to local and provincial associations of university teachers:

"CAUT has taken no position on IOHE. Indeed, CAUT has at present no policy or guidelines to assist it in dealing with the question of whether academics should be involved in academic exchange programs with any authoritarian or totalitarian regimes. The Academic Freedom and Tenure Committee will be circulating a memorandum on this matter in the near future. It will be the intention of the memorandum to determine the views of local and provincial associations as a basis for a policy proposal by the AF&T Committee to the CAUT Council. You may wish to consider, in the meantime, whether you share the concerns of the Canadian Committee of Scientists and Scholars. You may wish also to discuss this matter with your own university administration. The central office would appreciate hearing from you on this matter."

Members of CAUT, especially those whose professional work is in the field of Latin American and Caribbean studies, should respond to this call for action. We shall report again when a good number of responses from Canadian university presidents is available.

Eric Fawcett
Department of Physics
University of Toronto
Chairman of the Canadian Committee
of Scientists and Scholars

Five nation conference agrees university underfunding an international problem

Faculty leaders from Britain, the United States, Australia, France and Canada met in Toronto for two days in April to explore the problems faced by the universities and the methods to fight back.

Faculty members may not have the big battalions like the mineworkers, but they do have brains and ingenuity, Laurie Sapper, General Secretary of the British Association of University Teachers, told the gathering. It was important, he said, that they use this ingenuity as well as their ability in academic and other bureaucracies to frustrate the attempts by governments to impose compulsory redundancies on the universities.

Stephen Lewis, former leader of the Ontario New Democratic Party, told the opening session that faculty members must try to set the agenda for the discussion of their problems. They should be willing to point to the spending of public money by politicians in ways which most people would agree were less significant than the support of the universities. He cited the case of the purchase of Suncor by the Ontario government.

He urged faculty not to be passive. He strongly suggested that since politicians and civil servants were unwilling to respond to the CAUT demand for a public inquiry, CAUT should set up such an inquiry itself. Such a travelling commission would be a political gesture of importance and would secure real and visible coverage of the universities' problems.

Dr. Louise Forsyth of the Department of French at the University of Western Ontario, speaking on the consequences of underfunding for women faculty, pointed out that in the last ten years women faculty had made only minor gains in rectifying the employment imbalance between males and females. This, she suggested, would likely be wiped out if serious cutbacks occurred.

Dr. Luther Burse, a member of the executive of the National Education Association of the United States, said that the Reagan Administration's determination to re-establish inequality as a principle in higher education was evident in the drastic curtailment of programs for disadvantaged students. Dr. Irwin Polishook of the American Federation of Teachers spoke eloquently of the effect on all students which he feared might happen in the United States, particularly in his own university, the City University of New York.

It was clear from the speakers that a particular form of monetarist conservatism affecting many parts of the world is having grave consequences for universities. Monetarist conservatism downplayed investment in education with evident consequences in the United States and Great Britain. However, Prof. Alain Gebuhrer of the University of Strasbourg pointed out many similarities between Reaganite conservatism and the previous regime in France of Valerie Giscard d'Estaing.

Other speakers dwelt on the road back. It was clear, for instance, that the change of government in France had brought important consequences for the universities. The Syndicat national de l'enseignement superieur did not support any political party officially but had encouraged any candidate who was sympathetic to the universities. The new government of President Mitterand moved quickly to increase research funds and to establish the target for France of 2.35 per cent of GNP (compared to the receding target in Canada of 1.5 per cent of GNP). Reform in the university sector *per se* was likely to be slower but change was already evident. Prof. Gebuhrer pointed to the willingness of the French government to consult as evidenced by an inquiry into research policy which elicited 10,000 replies.

Clockwise from top left: S. Lewis, O. Gebuhrer, I. Polishook, T. Herndon

Top: from left — I. Spitzberg, Mrs. and Mr. L. Sapper
Bottom: from left — A. Ryan and L. Wallis (Aust.), J. Murphy

Photos — Edward Green

Terry Herndon, the Executive Director of the National Education Association, underlined the need for political action to defend the interests of the universities. He, himself, sits on the platform committee of the Democratic Party. But NEA support in the upcoming elections in 1982 and 1984 will depend on a candidate's record on education. The Association has committed $2,000,000 for the electoral campaign and has set up local political action committees in every Congressional district.

Laurie Sapper said the British AUT intended to lobby vigorously in marginal ridings, although after the by-elections in Crosby and Hillhead it seemed that many more seats were vulnerable because of the rise of the Social Democratic Party.

Donald Savage, Executive Secretary of the CAUT, noted the importance of alliance building at the local, political and national level. He said that potential allies included students, trade unions, business and professional groups. He suggested, however, that these alliances would be much more enduring if those involved recognized their differences as well as their common purpose at the beginning of the operation and took steps to ensure that the former did not impede the latter. Building alliances could lead to a real dialogue with other groups in the community about the university and could be mutually beneficial. Other delegates also noted the importance of alliance building.

The CAUT and the Federation of Australian Staff Associations have both lobbied parliamentarians on particular political issues. The Australians noted their success in staging a massive day of protest across the country this year. The three American organizations, NEA, AAUP and AFT, worked together on Capitol Hill and expressed the hope that they would be able to derail many of the drastic cuts in higher education proposed by President Reagan.

Irving Spitzberg, General Secretary of the American Association of University Professors, urged faculty not to forget the importance of internal self-rule. He pointed out that senates in British universities could and did exercise authority which could be very important in a time of financial crisis. He said that in North America senates and boards of governors had been receding from the battle. They should be reformed, he insisted, so that they could play a useful role.

Dr. Joseph Murphy, President of Bennington College, also urged faculty to ensure that they ran the universities. He said that one of the calamities of the last twenty years had been the rise of a professional and permanent administrative class which had lessened ties with the faculty and whose influence was frequently pernicious.

The proposal for an international symposium originally came from OCUFA. CAUT sponsored the gathering as part of its activities, and OCUFA assisted with the local arrangements in Toronto.

Irwin Polishook of the American Federation of Teachers, and Irving Spitzberg of the American Association of University Professors, both proposed that faculty leaders from the countries represented should get together on a regular basis.

LETTERS
LETTRES

of action parameters as outlined in my paper and not, as suggested by Prof. Karsten, on a rather limited and narrow range of facts.

Another point of contention appears to be the number of applicants rejected for civil service employment and the job dismissal, either temporary or permanent, of university professors (a situation of which Prof. Karsten apparently is totally unaware). For improved background reading in those areas I would strongly recommend the intensive study of publications No. 7 and No. 26 as listed in the bibliography and the text discussed in my book review (*CAUT Bulletin*, Oct. 1980, P.25). Excellent additional "first-hand" resource material is available, for example, the CBC radio "IDEAS" series 1979 program entitled: "Germany-Democracy, Technology, Terrorism" which was co-produced by Dr. Ursula Fränklin, professor of metallurgy at the University of Toronto and Vancouver journalist Jürgen Hesse.

In conclusion, it is quite interesting to note that Prof. Karsten in his final sentence employs exactly the same rhetoric which is used by the West-German *"Regime"* and its various manifestations in the discreditation campaign of political critics: "Anybody who criticizes government policies acts in an anti-democratic manner."

Oblivious to plight of others

I have just completed reading the very informative *Bulletin* concerned with the crisis in our Universities. Taken together, the various articles present an extremely strong case against the underfunding of Universities and the serious plight to which we now find ourselves. In publishing these and other articles in previous issues, the Association is joining doctors, nurses, and many other professional and semi-professional groups who have recently entered the struggle against federal, provincial and local cutbacks in public spending. As far as that campaign goes, it would be difficult for anyone to make a case against our position in support of our Universities and own well being.

However the situation is not quite that simple. As a member of the University community who is also deeply involved in several community problems, I am concerned that the Association appears to be completely oblivious to the even more serious plight of other sections of Canadian society. As badly as we have been treated by government cutbacks, welfare recipients, single parent mothers, unemployed workers, minority groups, i.e. blacks, native peoples, the handicapped, etc. have suffered far more. After all, we are middle class professionals who enjoy a fairly high level of earning and prestige in society. None of the above named individuals and groups come even near to reaching our level of influence and prestige.

It therefore appears that our battle against government cutbacks and underfunding would be far more credible if our struggle to improve our present situation was matched by our concern and support for members of Canadian society who are by far worse off than we.

I would feel much better about our struggle if I could see some evidence that our members favoured that position. Our cause would then be seen as an awareness and a concern for all segments of society, not merely as special pleading for ourselves.

Wilson A. Head,
Department of Social Work,
Atkinson College,
York University.

Négliger la recherche: un erreur grave

La société post-industrielle se caractérise par la place centrale qu'y occupe l'effort intellectuel.

Cet effort permet de n'employer qu'un trés petit nombre de personnes aux tâches pénibles de la production, de la distribution et des services. Il permet d'augmenter la production bien au delà de ce qu'une autre sorte de société est capable de faire. Il permet de mieux lutter contre la pollution. Il permet d'aménager les rapports sociaux. Il aide à gérer le rapport des désirs avec les capacités matérielles, psychologiques, sociales et politiques présentes.

Ce n'est pas parce que la somme de ce que désirent les humains semble toujours grandissante et donc insatiable, que l'effort doit être abandonné.

La technique et la planification, appuyées sur la recherche tant fondamentale qu'appliquée, les trois dans la dépendance d'un enseignement de haute qualité, sont ce qui permet à nos sociétés nombreuses de vivre aussi bien que possible. Le rejet de la recherche et de ses applications ne peut qu'entraîner d'effroyables misères.

Nous pouvons avoir la nostalgie d'autres temps ou rêver à d'autres manières de vivre. Nos gouvernants et nos administrateurs ne sont pas réalistes s'ils omettent cette donnée essentielle que les pays avancés seraient incapables de faire vivre leurs populations sans un effort intellectuel constant et de classe.

Les difficultés économiques de l'heure pourraient se transformer en catastrophes au moins pour ce continent et en particulier pour le Canada si on continuait à y suivre le chemin malheureux de la négligence des besoins des universitaires.

Un effort magnifique a été accompli pendant un quart de siécle dans ce pays pour y accroître à grande échelle l'oeuvre patiente, dévouée, dynamique et généreuse de ceux qui y avaient apporté et développé la confiance en l'esprit. Ils en furent d'ailleurs récompensés: qu'on songe à ce que serait ce pays sans la mise au point de certaines céréales ou de certains moyens de communication.

Les sociétés montent ou déclinent. Préparer un chercheur, un professeur sont des tâches ardues et de longue ténacité. Ce n'est pas en décourageant ses hommes et femmes de science qu'une société continuera longtemps sa montée.

J.E. Havel,
Departement de science politique,
Université Laurentienne.

More jobs needed

Leo Groarke (Commentary, February 1982) reports the injustice of the unavailability of academic employment for suitably capable young individuals, and calls for the abolition of tenure. I agree that there is this injustice, and also recognize that there are tenured professors who are of questionable quality. But I am not sure that it is helpful to abolish tenure. It is with the constructive purpose of maintaining discussion on this issue that I would like to specify some drawbacks of Groarke's proposal and to suggest an alternative approach which seeks to increase the total number of jobs in academia.

The disadvantages of abolishing tenure are:

- It would be divisive of the faculty.
- Established faculty might still be unwilling to reject one of their number in favour of new blood. There is an established disposition to be charitable towards colleagues of some years' standing.
- It does not guarantee any extra jobs for the young; in the present financial climate it is only too predictable that a professor let go might *not* be replaced. This last point is the most important, showing as it does that the idea of abolishing tenure does not properly address the *numerical* aspects of the situation — that what unemployed PhDs need is for there to be *more* jobs (and while there are declining enrolments).

A different approach is to call for more academic jobs. For instance:

- There should be many more continuing, part-time jobs, with or without other work on campus, such as in the library, arranged for their occupants.
- There should be a cut in teaching load and salary for those over fifty. These fortunate people would have extra time to write or do research. If short of money, they could apply for research funds, or take up some other kind of paid work part-time.
- Most importantly, there should be more people than needed hired to do academic work. If such work were dull, filthy and soul-destroying, such a policy would already exist, would be called "job creation" and would be accepted by the tax-paying public. But the work is interesting, and so there is as little of it as possible — especially in subjects which are cheap to fund. I claim that this is the real problem; and if so, it is pointless to talk purely in terms of educational policy and practices. What is required is a rational *employment* policy. At present, governments spend massive sums sponsoring toil at levels over and above what is required for the given tasks. A rational policy would ensure that some greater than nominal proportion of this money were spent sponsoring activities which are interesting rather than dull, or which do rather than do not reduce the waste of talent, or which do rather than do not reduce the injustice Groarke speaks of — such as academic work.

Richard Barrett
Department of Education
Concordia University.

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• Date Processing	(1)	Masters (min)	Full-time
Nursing Department			
General and specialty content areas	(3)	Masters/B.Sc. (min)	Full-time
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Fine Arts Department			
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(b) Classical Guitar/Theory	(1)	Masters (min)	Sessional
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Please submit all applications to Mr. Lorne Dick, Vice President Instruction.

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(403) 529-3811

Faculty and students join in protest...

from page 1

mainly for the well-off. And Canada's capacity to effectively compete with other nations in research and development, already severely limited, will be further undermined.

Week of National Concern

The CAUT was joined by several other national associations in organizing and participating in the Week of Concern: the Canadian Federation for the Humanities, the Canadian Federation of Biological Societies, and the Social Science Federation of Canada.

The week got underway March 24 with simultaneous press conferences being held in Ottawa, Calgary and Halifax. In Ottawa, the next day, members of the CAUT staff, along with faculty from the University of Ottawa and Carleton, conducted a mass lobby on Parliament Hill. The lobbyists met with Members of Parliament from university ridings, as well as with selected cabinet ministers, senators and opposition critics. They addressed the problem of underfunding and the serious consequences for the post-secondary system of education. This was the first such lobby of parliamentarians carried out by university faculty strictly on the question of university funding.

On March 30, CAUT Executive Secretary Donald Savage and CAUT professional officer Richard Bellaire testified before the Parliamentary Standing Committee on Finance concerning Bill C-97, the new Federal/Provincial Fiscal Arrangements Act. In addressing the nation-wide problem of university underfunding, Dr. Savage put forth the following longstanding recommendations of the CAUT:

☐that the federal government extend the current EPF arrangements to March 31, 1984, provided the provinces agree to increase their contributions by the same percentage as the increase in EPF payments;

☐that the provinces agree to the above measure;

☐that between now and March 31, 1984 a public inquiry be conducted into university funding in Canada, and that the university community be fully consulted;

☐that new financing arrangements be negotiated between the federal and provincial governments in the light of the findings of the public inquiry;

☐that ministers of higher education participate in the financing negotiations and that the matter not be left solely to ministers of finance.

Meanwhile, in a united effort to alert the Canadian public and politicians to the funding crisis, university faculty across the country conducted a campaign unprecedented in size and commitment. Local and provincial associations sponsored press conferences and seminars and organized marches and demonstrations. They lobbied federal, provincial and municipal politicians. At many universities, faculty made very effective use of the local media — open-line radio shows, T.V. interview shows, the local newspaper — to increase public awareness of the university's role in the community and its funding needs.

In Quebec, following two months of demonstrations and meetings of teachers and students on local campuses, the Fédération des associations des professeurs des universités du Québec (FAPUQ) and the Regroupement des associations étudiants universitaires du Québec (RAEU) held an all-day public symposium in Montreal on March 26 on the theme "L'Université: Pour quoi? Pour qui? Par qui?" Participants reacted against Quebec Education Minister Camille Laurin's November/December workshops on the future of Quebec universities. The summit focused on the current climate of cutbacks as well as the future of universities in Quebec and the long-term effects of budgetary restraint.

The conference participants concluded that the Quebec government's policies were having a disastrous effect on the university system in the province and that too high a percentage of young Quebecers were being closed out of the system. FAPUQ and RAEU called for majority participation of faculty and students on university decision-making bodies.

In Ontario, the Ontario Confederation of University Faculty Associations played a key role in organizing a CAUT-sponsored international symposium on the current crisis in the university system and the road back. The symposium, which was held in Toronto April 1-2, featured participants from Canada, the United States, Great Britain, Australia and France (see "Five nation conference..." — page 5). The provincial association also provided all Ontario M.P.P.s with an information package concerning the universities.

At universities throughout the province, faculty associations — in some cases in conjunction with members of the administration and student groups — held public meetings and press conferences. At a large public meeting at the University of Windsor, faculty sported black arm bands to draw attention to the plight of the universities in the province.

Many universities put pressure on their municipal politicians reminding them of the benefits — both economic and cultural — that accrue to the community from the presence of a university. In Ottawa, for example, Dr. Savage and the Presidents of the University of Ottawa and Carleton Faculty Associations met with Ottawa Mayor Marion Dewar to discuss the impact of underfunding on Ottawa's universities. They then met with members of Ottawa City Council for a question and answer session after which the Council passed a resolution urging the federal and provincial governments to fund the universities so that they can maintain and develop their mission.

In Alberta, the Faculty Association at the University of Calgary held a week-long series of talks and panel discussions open to the public and the media. Speakers included Mr. Justice Emmett Hall, Alberta's Deputy Minister of Advanced Education and Manpower Henry Kolesar, well-known leaders from the Calgary business community, the University President and Chairman of the Board of Governors, faculty members and staff.

As in Alberta, campaigns launched by faculty and students in Saskatchewan and Manitoba ended on high notes with announcements from their respective governments of increases in university operating grants of 17 per cent (Sask.) and 15.7 per cent (Man.). Universities in the two provinces had organized a full range of activities during March including open houses, panel discussions — featuring provincial and federal politicians including Employment and Immigration Minister Lloyd Axworthy — and rallies.

In British Columbia, UBC faculty lobbied members of the NDP caucus. On the media front, Dr. Savage met with the editor of the Vancouver Sun and appeared on the Jack Webster TV show in Vancouver.

In the Maritimes, an ambitious campaign was launched in Canada's smallest province — Prince Edward Island. The UPEI Faculty Association focused on sensitizing the local community to the problems and benefits of the university, rather than direct lobbying of the government. With the cooperation of the local media, the Faculty Association organized appearances on talk shows and conducted in-depth analyses after the evening news. It opened university facilities, such as the planetarium, to the public and held six lunch-hour lectures complete with a smorgasbord.

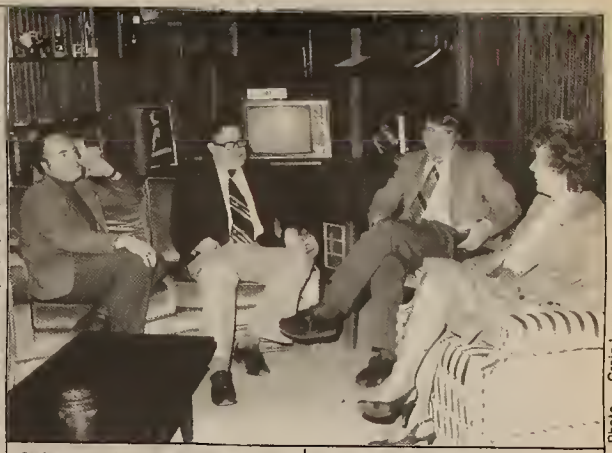

Photo — Craig Layng

Carleton and University of Ottawa Faculty Association Presidents D. Bennett (left) and W. Belanger (centre right) and CAUT Executive Secretary D. Savage meet with Ottawa Mayor Marion Dewar.

Faculty in New Brunswick tackled the provincial Premier, four cabinet ministers and several members of the Legislative Assembly at a lobbying session organized by the Federation of New Brunswick Faculty Associations. Also during the week, several New Brunswick faculty members, including CAUT Board Member Alan Sharpe, appeared on T.V. and radio shows, and CAUT Past-President Israel Unger authored a two-part article on universities which appeared in the Fredericton *Gleaner*.

The Nova Scotia Confederation of University Faculty Associations held its annual general meeting during the Week of Concern during which it focused on the problem of university funding. NSCUFA also conducted a lobby of members of the provincial legislature.

Memorial University of Newfoundland held a public meeting at the university featuring speakers from government, including provincial Minister of Finance John Collins, the administration, the students' union and the faculty association. MUNFA presented Dr. Collins with a brief prepared by the Association on the recent history of the funding of Memorial.

UNIVERSITY OF GUELPH

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Applications and nominations are invited for the position of Dean of the Ontario Agricultural College, University of Guelph, which will become vacant on 1 July 1983. It is anticipated that the appointee to this position will also serve as Dean Designate from 1 January to 30 June 1983.

The individual appointed to this position will have an established reputation in agricultural research and education, and a broad understanding of the agriculture-food system. The position also requires administrative experience, preferably in a university, and demonstrated skills in relating to agricultural industry, government and the public.

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University of Guelph
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Closing date: 15 June 1982

A LOBBYIST'S NOTEBOOK

by Donald C. Savage

Rumours and trial balloons continue about the future of the Ministry of State for Science and Technology. John Roberts has long been anxious for MOSST to have line functions, particularly involving space, micro-electronic and bio-medical technology. Val Sears speculated on these matters in the *Toronto Star* in March. Roberts is quoted as saying that he is in the final stages of making preparations for submission to the cabinet. It will be interesting to see if this is any more successful than the MOSST input to the November federal budget when Allan MacEachen and Senator Olson ensured that no concrete policy of this kind would be elaborated. A similar story appeared in the *Financial Post*.

Tariff on books

William French noted in the *Globe and Mail* in March that there was a growing possibility that Canada would impose a 10 percent tariff on books from Britain and the United States at the end of June. The tariff has been reduced to zero for the last three years. No one in the trade seems to want it restored but the government may do so anyway.

Patronage at the Canada Council

For many years the Trudeau government has treated cultural appointments as a crude form of patronage. Southam News noted in March two egregious examples — the appointment of the wife of the former leader of the Liberal Party in Manitoba to the Canada Council and the refusal of Senator Perrault, who controls patronage in British Columbia, to approve any nominations from B.C. for the past three years for one of the two seats for that province.

Walter Baker attacks Ontario Tories

Walter Baker, the federal Conservative M.P. for Nepean-Carleton, attacked the Ontario Tories for gutting the provincial freedom of information legislation. In particular he attacked Justice Secretary Norm Sterling who wishes ministers rather than the courts to make the final decision on whether documents will be released. "To even suggest this as a possibility in the 1980's indicates a mediaeval attitude to the issue", said Mr. Baker.

Mandatory retirement

The National Assembly of Quebec adopted legislation in late March to abolish mandatory retirement. Quebec now joins Manitoba and New Brunswick in this regard.

Are professors lazy?

A question frequently asked by politicians. They might inquire of their civil servants how many government departments are open for business until 10 p.m. at night. But a recent survey of 1,023 faculty at the University of California is revealing. It showed that professors worked 62 hours a week.

Operating grant increases this year

Saskatchewan 17 percent, Manitoba 15.7 percent, Alberta 14.5 percent, Ontario 12.2 percent.

Federal/Provincial Debate

A number of M.P.s who represent university constituencies participated in the Commons debate on Bill C-97, the legislation to deal with federal/provincial financing of postsecondary education, medicare and related matters for the next five years. Among them were Allan MacEachen (St. Francis Xavier), Pat Nowlan (Acadia), Jim Hawkes (Calgary), Simon de Jong (Regina), Flora MacDonald (Kingston and the Islands), Robert Bockstael (St. Boniface), Gerald Regan (Dalhousie, St. Mary's, TUNS, Nova Scotia College of Art and Design), Dan Heap (Toronto), David Orlikow (Winnipeg), Blaine Thacker (Lethbridge). You can find the debates in *Hansard* or write to your M.P. at the House of Commons in Ottawa.

Myer Horowitz on the federal/provincial debate

The *Edmonton Journal* quoted Myer Horowitz, President of the University of Alberta, as calling for a national advisory body on postsecondary education with input from the federal and provincial governments and the university sector.

Canadian degrees for sale

Bill C-10 of the federal parliament will allow anyone to set up a degree mill in Canada. The AUCC has protested in vain. The federal government thinks it is a great joke on the provinces. The Ministry of Consumer and Corporate Affairs, which is responsible, says that it cannot inhibit the right of Canadians to set up any corporations they want. Yet just try to set up your own insurance company or bank and see where Bill C-10 will get you. Nothing better suggests the contempt of the federal government for the universities. CAUT has supported the AUCC protest.

CAUT BULLETIN

New Subscription Rates effective September 1, 1982

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Sous réserve d'approbation budgétaire, l'Université anticipe que seront à combler les postes susdits dont la date d'entrée est le 1er juillet 1982. Les candidatures pourront être considérées dès leur réception et selon leur ordre d'arrivée par la suite si le poste reste disponible. Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Toute candidature doit comporter un curriculum vitae détaillé avec le nom de trois répondants et être transmise au soin de la personne indiquée ci-dessous à l'adresse suivante:

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Toute candidature doit être accompagnée de tirés à part de deux publications récentes et être transmise à:

Monsieur John Tivendell, directeur
Département de psychologie
Faculté des sciences sociales
Tel.: (506) 858-4203

(Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents)

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Communiquer avec:	Madame Velma Wade, directrice Ecole des sciences infirmières Tel.: (506) 858-4255

Academic freedom conference held at censured university

by Gordon Jones

Some eyebrows may have been raised when a conference on academic freedom was held at a university whose Past President and Board of Regents are under censure by the CAUT.*

Memorial University of Newfoundland was the setting for the February conference which was convened by its sponsors — the Departments of History, Philosophy and Sociology — to stimulate discussion of academic freedom in a context which might lend a certain immediacy and poignancy to the issue.

Some academics at Memorial were troubled by the conference. They feared that, despite its being supported by the Faculty association, it might prove to be a feather in the cap of a censured administration. In the event, public controversy was entirely absent, so that the fonder hopes of advocates (that the conference might encourage the re-opening of the Webber case) and the anxieties of sceptics (that the conference might discredit censure) proved equally fruitless.

In itself, the three-day conference was something of a success, as might have been predicted in view of the calibre of the speakers invited to address the plenary sessions. Professor Archie Malloch, a former Chairman of the CAUT Academic Freedom and Tenure Committee, examined the nature of academic freedom and the current economic, social and professional pressures under which are modifying the exercise of that freedom. Professor Michiel Horn, a former Chairman of OCUFA, provided a historical perspective on the uneven development of academic freedom and the equivocal commitment to it that has characterized Canadian universities.

John Graham, Professor of Economics at Dalhousie University, discussed the changing functions of Canadian universities and the effect of shifts in public policy and levels of financing upon traditional notions of academic freedom and institutional autonomy. The Assistant General Secretary of the Association of University Teachers in Britain, Tina Day, described the extent of threats to tenure and academic freedom currently being experienced in that country as a result of severe reductions in public funds allocated to the university system and the research establishment.

By and large, the conclusions that emerged from the conference were distinctly melancholy. The academic freedom that is so central to the *amour propre* of Canadian academics may be something of an historical accident, resulting from the rapid expansion of the Canadian university system in the 1960s and 1970s. Temporary shortage of skilled personnel may have been the major cause of the expansion of faculty privileges at the expense of administration and managerial powers.

Currently, with the market for academics being depressed, what Northrop Frye has called the Canadian "garrison mentality" — the habit of propitiating the powers that be and remaining distant from the hurly-burly of public controversy — may once again become the order of the day. So argues Professor Horn.

But at least we are relatively secure if we stay within the academic garrison, are we not? Not necessarily. The period of financial restraint will discourage toleration within the garrison. As supplies run short and tempers become frayed, the procedures of peer review and majority vote, so carefully framed and so arduously installed in order to inhibit the arbitrary exercise of administrative power, may themselves become instruments of orthodoxy and intolerance. So cautions Professor Malloch.

Well, at least all but a few crazies will retain our places in the garrison, won't we? Not so, if the British experience reported by Ms. Day is exported to Canada. The cancellation of the tenure system is being advocated by such influential organs of opinion as *The Times* and *The Economist*. Through the University Grants Committee, the British government has articulated its intention of reducing funding to the university system by 15 per cent over the next two years and of reducing the number of academics employed by a similar percentage (an estimated loss of some 3,000 academic positions by 1984).

Unevenly distributed within the system, the announced funding cuts have hit the inner city and the newer universities with particular severity: Manchester, Leeds, Liverpool, Birmingham (17 per cent), Sussex (20 per cent), Stirling (22 per cent), Surrey (26 per cent), Bradford (29 per cent), Keele (34 per cent), Salford (44 per cent). What price academic freedom when the entire system is subjected to this degree of stress?

Well, at least those of us who are left will be able to pursue our researches without outside interference. Not necessarily so, advises Professor Graham. Federal and Provincial governments now judge universities within the economic-manpower envelope of social policy, demanding vocational training and mission oriented research as the price of continued financial support. The consequence is that traditional programmes are distorted, the institutional autonomy of the university is subverted, and free-ranging intellectual inquiry is inhibited. There is unlikely to be any remission in these trends.

Such a brief and impressionistic review of some twenty papers, seminars, and forums cannot possibly do justice to the variety of opinion brought to bear on the topic of academic freedom at this conference. Seminar subjects such as religion and academic freedom, students and academic freedom, or computer data bases as potential threats to academic freedom merit extended consideration; but it has seemed preferable in this review to focus attention on the central crisis affecting the academic institution as a whole.

Perhaps what is happening to the Canadian university system is a natural consequence of acting as a handmaiden to national economic priorities, a role our universities eagerly embraced in the expansionary 60s. Perhaps universities will manage to preserve their central core uncompromised while responding directly to the economic and social programmes of governments. Perhaps new kinds of authority and integrity will arise, phoenix-like, from the ashes of institutional autonomy and freedom of research, which now seem to be well and truly ablaze. Perhaps; but at present it is difficult to be sanguine about the prospect of there continuing to be a recognizable and flourishing academe in Canada within which to exercise academic freedom in its current form.

* The CAUT placed the President and Board of Regents of Memorial University of Newfoundland under the third stage of censure in May 1980. The censure resulted from circumstances surrounding the non-renewal of the contract of Professor Marlene Webber of the School of Social Work. For background to the censure, see the *CAUT Bulletin*, September 1979, pages 3 and 15.

The CAUT did not object to the conference being held at Memorial.

Professor Jones is with the Department of English at Memorial University of Newfoundland.

Warsaw University rector fired

The liberal and democratically elected rector of Warsaw University has lost his position, raising fears in the academic community that martial law authorities might intrude into university life.

The rector, or president, Henryk Samsonowicz, is a renowned medieval historian who became head of the 16,000-student university during a surge of campus reform under the liberalization touched off by the Solidarity union. A long-time Communist Party member until he was expelled two months ago, Prof. Samsonowicz was reliably reported to have refused to subject the faculty to a purge, or "ideological verification" after martial law was imposed Dec. 13.

No reason for his departure was given, and it was not announced in the Polish press.

Until now, staff at the universities have been relatively untouched by the hard realities of the martial law. By and large they have escaped the dismissals and demotions that fell, for example, upon journalists who were independent or too closely identified with Solidarity. But with the hard-liners in the Communist Party raising a cry for orthodoxy in all spheres of life,

Martial law has stifled Polish life.

some scholars believe that the situation will not last long.

In response to student demands for reforms, rectors at the nine state universities were democratically elected last year by faculty senates.

Prof. Samsonowicz was appointed as a rector in September, 1980, and then elected to the position in October, 1981. He was a supporter of Solidarity and also of the Independent Students' Association, which was dissolved by martial law authorities.

The GLOBE AND MAIL

Censured Administrations

The following university administrations are under CAUT censure:

Board of Governors
UNIVERSITY OF CALGARY (1979)
The third stage of censure was placed on the University in May, 1980.
President and Board of Regents
MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)
The third stage of censure was placed on the University in May, 1980.
Note:
1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:
The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
Ottawa, Ontario
K1P 5E7

BARGAINING TALK NÉGOCIONS

by Howard Snow, Professional Officer, Collective Bargaining

Negotiations

There is little to report in negotiations. A large number of associations have begun their annual round of bargaining. ...In addition, at the University of Winnipeg the Faculty Association continues to pursue first collective agreements for both of their bargaining units. Slow progress seems to be the best description. ... At Athabasca, the parties still have, at the time of writing, no agreement on the terms under which faculty will relocate when the University moves to the town of Athabasca. However, the negotiators were to recommend a package to a general meeting scheduled for March 31, and the expectation was that it would be approved.

At the University of Calgary, the Faculty Association and the Board of Governors began negotiating earlier this year pursuant to their "Agreement to Bargain Collectively." Following a short period of negotiations, the Board of Governors tabled its "final offer" and insisted that it would not continue negotiations or participate in any mediation efforts. The Board desired instead to go directly to arbitration. At the time of writing, it seems that the Board of Governors will insist upon this and thus negotiations will not be resumed. It is not clear what effect, if any, the new legislation in Alberta respecting collective bargaining by university academic staff will have.

Organizational Activity

The Faculty Association at Mount Allison University continues its quest for certification. The hearings concluded in February and written briefs were to be submitted by the end of March. At the time of writing, an extension of time limits for filing the briefs had been agreed to — the new deadline being in mid-April. Following written briefs, there is a period during which the parties can respond and after that the New Brunswick Industrial Relations Board should be determining whether or not the faculty at Mount Allison are entitled to collective bargaining. Readers will recall that the Board of Regents at Mount Allison is arguing, on the basis of the U.S. Supreme Court decision on Yeshiva University, that all of the faculty members at Mount Allison are managerial exclusions under the New Brunswick Industrial Relations Act.

At Guelph, the Faculty Association is continuing its pursuit of a special plan bargaining relationship with the university. Steady progress is being made in preparations for actually sitting down at a bargaining table and discussing the possibility. The Faculty Association is preparing a complete set of proposals. These will be put to a general membership meeting and following approval the intent is to invite the employer to sit down and negotiate a special plan arrangement.

At the University of Victoria, the Faculty Association continues its pursuit of a special plan bargaining relationship. Negotiations with the Board of Governors broke off some time ago and then, following an early show of support by the members of the Faculty Association, the President of the university joined the discussions. Following some discussion on how matters might proceed, the President offered an arrangement whereby the parties could negotiate a special plan including arbitration but with the proviso that, in the event of a failure to conclude a complete agreement within two years, the administration's position would prevail on all the remaining elements. The President's proposal also specifically excluded professional librarians. The Faculty Association categorically rejected this proposal. The Association is now polling its members seeking support both for a framework agreement and inclusion of librarians. A meeting of the Association was scheduled for April 6th at which the results of the poll would be announced and further instructions for the negotiating team sought.

At the Royal Military College in Kingston, the possibility of certifying under the Federal Public Service Staff Relations Acts has been raised. Apparently the traditional method of determining salaries and benefits has changed and faculty now have little input into any matters with respect to their own employment relationship. At the present time the faculty at the Military Colleges are one of the few groups eligible for collective bargaining under the Public Service Staff Relations Act who have not yet availed themselves of the opportunity.

Readers will recall that at the University of Toronto the Faculty Association has been seeking revisions to their special plan arrangement which would provide for arbitration in the event of a negotiating impasse. Such an arrangement was negotiated in December between representatives of the Faculty Association and the administration. The Faculty Association promptly ratified but the Governing Council has not. The Counsel has expressed its approval "in principle" for the notion and suggested that it would be prepared to negotiate and to indicate its intent to accept an award of an arbitrator while reserving the power to reject it. The Faculty Association indicated originally that it would not be prepared to negotiate under that arrangement. Thereafter, representatives of the administration and the Faculty Association began discussions in an attempt to find a mechanism for resolving this dispute. As a result, the parties have come to agreement on two items — they are taking the issue of legality of arbitration to the Supreme Court of Ontario to ask for a ruling and the parties have agreed to negotiate under the informal arrangement whereby the Governing Council expresses its intent to accept the arbitrator's award but is not bound to it. ...Also of interest at the University of Toronto is the fact that during the fall it was disclosed that several millions of dollars were not "on the table" during last year's negotiations. When this was discovered, the Faculty Association requested a reopening of last year's bargaining. As a result an additional 0.7% will be used to fund alterations in the pension plan.

Miscellaneous

At various times in this column the case of Palne and The University of Toronto has been discussed. An application for a leave to appeal to the Supreme Court of Canada is scheduled to be heard in April. Readers may recall that the Ontario Court of Appeal held that administrative law remedies were available to correct procedural deficiencies in tenure proceedings. However, the court then adopted a standard of procedural fairness which gives such great deference to any appeal mechanism within the university as to make the use of the administrative law remedies unlikely.

Italian professors angry at failing exams

by Uli Schmetzer

Professors who fail proficency tests are causing turmoil on Italian campuses by going on strike, denouncing their examiners and in some extreme cases by taking out lawsuits.

In January about 6,000 academics failed their tests for promotion to junior and senior professorships, (one in three applicants).

At Rome and Padua they are on strike, on other campuses indignant academics are on a go slow. Hardly a day passes without a protest rally and at Reggio Calabria the entire staff, including the rector, walked out in protest.

Some of the failures are famous academics, others are senior advisers to ministers and government institutions. The influential weekly *Panorma* commented: "It was all supposed to be a house-cleaning. It turned out to be a massacre."

Behind the "massacre" is the *"baroni"*, an academic aristocracy which has for decades wielded dictatorial powers in hiring and firing staff. In 1980 the government passed a university reform law under which junior staff were to be subjected to an examination to reclassify them in three categories — ordinary professors, assistant professors and researchers (the equivalent of lecturers).

The law aimed to break the power of the *baroni*, to clear the campuses of fossilized academics and give those who merited it a permanent status.

But the 400 commissions appointed by the education ministry to carry out the examinations were made up almost exclusively of members of the old elite. Vendettas, academic disputes, old jealousies and self-preservation are alleged to have influenced many of their decisions.

"Whoever was part of an opposing school of thought was done for from the start," said Angelo Bonzanini, a lecturer in sociology at Rome — one of those promoted.

The exams were based on the academic record and work of the applicants. "But there is suspicion that in more than one case the commissions made a clean sweep of bothersome academics, said Guido Martinotti former head of political science at Turin.

Hundreds of the failures agreed with him. They took out lawsuits charging their examiners with "abuse of a public office, fostering private interests while occupying public office and practising false ideologies."

For Professor Carmine Melino, professor of labour hygiene, 267 academic works and three academic textbooks on the subject were judged insufficient to promote him to a senior professorship.

Failure was too much for Salvatore Leone, the elderly director of Palermo's observatory — he died of a heart attack.

Also failed was a veteran engineering academic Diego Gutkwasky, who has taught for 20 years and originated a controversial mechanical theory that bears his name.

Giuseppe Giacalone, one of Italy's best-known commentators on Dante's *Divine Comedy*, alleges his application was turned down because he once failed the granddaughter of his examiner. He is suing his examiner.

Another professor alleges he was failed by the man whom he beat to a lecturing job once and a sociologist who won a book prize was failed by an examiner whose entry for the same prize was ignored.

Among the more surprising failures were Carlo Vizzini, member of parliament and economic assessor to the Social Democrats and Giancarlo Lorschi, an economist who advises the finance minister on tax laws.

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College of Cape Breton

The Department of Social Sciences, College of Cape Breton, invites applications for full-time tenure track appointment in Economics at the rank of lecturer or assistant professor level or higher, depending on experience and qualifications, beginning September 1982.

Preferred areas of teaching: principles, intermediate theory regional economics, labour, and economic history. Applications with curriculum vitae and names of referees should be sent to:

Prof. John Nicholson
Chairperson
Department of Social Sciences
College of Cape Breton
P.O. Box 5300
Sydney, N.S.

"In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents."

At its March meeting, the CAUT Board dealt with a number of items relating to collective bargaining. A new guideline on sexual harassment was approved by the Board and will be forwarded to the Council in May for adoption. The Board also approved two model clauses: 1. A revised model clause on non-discrimination. 2. A model clause on grievances. The CAUT Board earlier approved a model clause on grievance arbitration. ...One of the sessions planned for the CAUT Council will be on the topic of responses to strikes by other campus unions. ...The last item this month is a final reminder that the CAUT Collective Bargaining Conference will be held at the end of June at the Talisman Resort Hotel in Kimberly, Ontario.

Foreign students on but not the poor ones

More foreign students than ever before are streaming to Canadian universities and colleges, federal statistics show, but most are not from the poorest nations who need help the most.

The number of students from the most underdeveloped countries — dramatically low already — has dropped even further in some cases.

Critics attribute the imbalance to a "hodgepodge" of policy, saying governments must frankly air the political reasons for trying to limit foreign enrolment with higher fees instead of "camouflaging them as economically necessary."

About 28,000 foreign university students were in the country for the 1980-81 school year, but less than 4 per cent came from the poorest countries and only 767 were from 25 nations the UN calls least developed.

The year before, when about 26,000 foreigners were at Canadian universities, 771 came from the poorest countries, mostly in Africa.

"The vast majority of the people in those countries would never have a hope in hell of even qualifying for Canadian universities," said Paul McCarthy, refugee program coordinator for World University Service of Canada.

But he added that while most foreign students tend to come from "the elite" of their country, aid programs by Ottawa could increase the numbers from poor nations.

The figures for foreign students are in a study paper recently prepared by Max von Zur-Muehlen, senior analyst with Statistics Canada, who says it costs about $300-million a year to teach foreign university students in this country. His statistics for 1981-82 show the number of foreign students — primary, secondary and post-secondary — increased by 24 per cent from the previous school year to about 66,000. The year before the numbers increased by 31 per cent.

And 55 per cent of those foreign students at the university level are from Hong Kong, Malaysia, Singapore and other Asian countries.

With better primary and secondary schools at home, but a stagnant university system, they are locked out of universities in other Western countries by staggering fees, ranging in Britain from $10,000 to $30,000 a year, says George Tillman, director of foreign student affairs for the Canadian Bureau for International Education.

Despite extra fees of $4,500 for foreign university students in Quebec and at least $2,000 for some programs in Ontario, Alberta and the Maritimes provinces, about 33,000 foreigners were studying at Canadian universities in the 1981-82 school year, mostly in Quebec and Ontario.

About 5 per cent of undergraduate students are from other countries but their numbers rise sharply at graduate levels, Mr. von Zur-Meuhlen's statistics show.

High numbers of foreign graduate students — from 25 to 40 per cent in science and math disciplines at some universities — have been controversial as Canadians contended they were edged out of classes.

Some provinces responded by introducing special fees for foreign students. In Ontario and Quebec, they are at least double normal fees and in some programs even higher.

But federal officials says foreigners are not taking away spots available for Canadians. The ratio of Canadians declines in graduate schools for science and math disciplines because industry offers lucrative salaries to students with undergraduate degrees.

Canadian Press

Doonesbury
SO IS IT AS BAD AS WE THOUGHT, GEORGE?
WORSE. WE MAY HAVE TO MAKE SOME RADICAL CHANGES OVER AT ADMISSIONS, KING.
TAKE A LOOK AT THESE APPLICANT FINANCIAL PROFILES. THERE'S NO WAY WE CAN KEEP ADMITTING THESE KIDS REGARDLESS OF NEED. WHAT WE DESPERATELY NEED IS AN INFUSION OF OLD MONEY.
PREPPIES. YOU WANT MORE PREPPIES.
YES, BUT JUST BRAND NAME PREPPIES. DUPONT. MELLON. FORD. IF WE CAN GET A FEW DYNASTIES IN HERE, WE WON'T HAVE TO TAKE SO MANY.
HMM...CAN WE KEEP THEM AWAY FROM THE OTHER STUDENTS?
I'M SURE THEY'D PREFER IT. I'LL JUST GET ONE OF THEM TO GIVE US A DORM.

NOTES FROM WASHINGTON

by Josh Horton

Budget-Busting time on Capitol Hill

There is grumbling amongst the troops; storm clouds gather on the horizon; the natives are getting restless; the wagons are being drawn into a circle. Pick your cliché — any or all will reflect the mood in Washington this spring.

It is Budget-Busting Time on Capitol Hill, and this year it promises to be a really raucous rodeo. Last year, the Administration got almost everything it wanted. Euphoric conservatives rode rough-shod over dazed and disorganized liberals. "Give Reagan a Chance!" was the rallying cry. Senate Majority Leader Howard Baker called it a "riverboat gamble." Well, Reagan crapped out.

Things really haven't been going at all well for the Administration, now in its second year and, one has a right to expect, beyond the age of political puberty. Yet, everyone keeps dashing about doing strange and unnatural things. In addition to the First Lady's continuing comedy of manners (which, by now, has become more boring than blatant), the Cabinet members and others in positions of high responsibility are falling over each other in eagerness to do dumb things.

The personal feud between Secretary of State Alexander Haig and Secretary of Defense Caspar Weinberger has become an embarrassment for the United States on every continent except Antarctica. David Stockman, director of the Office of Management and Budget, shot his mouth off *on tape* to a reporter from the respected magazine, *Atlantic Monthly*, saying that he didn't really think much of the Administration's program and never did believe it would work — even as he used every means, foul and fair, to pummel it through Congress.

There is more, more, more. The need for the President to be followed around by a "Truth Squad" to clean up the mess he makes of history and statistics. His press conferences are surprisingly few, for one who is billed as The Great Communicator. They are scheduled for 2:00 p.m., hardly prime time, and one can only guess why: (1) it is after naptime, so his mind will be nice and fresh, or (2) the viewing and listening audience will be at its daytime lowest, allowing for correction of the facts later.

Then there's the case of the vanishing Nicaraguan ... but you've heard all about that.

You can see, then, that this year's budget is being presented in an atmosphere quite different from the Blizzard of '81. The solid, unquestioning backing the President and David Stockman received then has turned to mush, and there are few Congressional leaders of any persuasion who intend to buy this year's package without a lot of poking and probing.

The whole problem stems from the projected deficit. You may remember from an earlier episode that Candidate Reagan had pledged to eliminate the deficit — to balance the budget — within an amazingly few years, at the same time lowering taxes, reducing inflation, cutting unemployment, bolstering defense, and maintaining a "safety net" under social programs. A tall order, you might say, but the voters bought it lock, stock and barrel.

Well, things didn't exactly work out right, and the President suddenly found himself in the unaccustomed position of admitting that a little deficit spending isn't so bad after all. In this year's budget, that "little deficit spending" is almost $100,000,000,000 — about three times last year's projection. Most economists, including those in the Congressional Budget Office, feel that estimate is low and that we face the largest deficits in the nation's history. The balanced budget has disappeared along with the "safety net" (which isn't even mentioned seriously any longer).

Major changes in the budget now to be dismembered include additional cuts of $27,000,000,000 in education, health, and social programs which already had been slashed by $35,000,000,000 last year. But the Defense Department is slated for an increase of some $33,000,000,000. *O tempora! O mores!*

No matter who wins the battle, it's going to be a monumental one.

Block that grant! Among the more interesting of the Administration's shell games is the proposal to make "block grants" to the individual states in lieu of federal support for certain social and education programs. This is called the "New Federalism," and it is supposed to return power to the people. Mayhap. But not much power to not many people.

Here's how the plan is supposed to work: the states would assume the costs of food stamps, Aid to Families with Dependent Children, and about 40 smaller programs now federally funded. In return, the federal government would take over Medicaid and would set up a temporary trust fund of $28,000,000,000 for the states. An even switch, says the Administration. Not so, says the Congressional Budget Office, claiming that the Administration figures are based on unreal premises and that the switch will actually *cost* the states $15,000,000,000 in lost federal aid. And that loss would be increased in future years as the states' expenses grew and the federal trust fund did not. Used car dealers give better offers.

Perhaps even worse, no strings will be attached to the federal block grants; each state will be able to use the money as it sees fit. State legislators are honorable men, however, and if AFDC must suffer — well, that's the good old-fashioned way to teach those dependent kids to stand on their own two feet.

The New Federalism: the Domino Theory — It had to happen. Upon learning of the glories of the New Federalism, Gov. Dick Thornburgh of Pennsylvania climbed aboard the bandwagon faster than you can say "shoofly pie and apple pan dowdy." He has proposed to the General Assembly that the state make $127,000,000 in block grants to 500 individual school districts, to be spent at their discretion. The amount represents the increased state aid which would have been required for basic education programs, including instruction subsidies, pupil transportation, and retirement contributions (for students?).

What next? Well, it has been suggested *all* the middle-men be skipped and that these block grants go directly to the *pupils* who are, after all, the ultimate beneficiary of such aid. They should be permitted to spend it at their own discretion.

Higher education after the cultural revolution

China picks up the pieces

by Jane Marshall

As tbe first batch of university graduates emerges since the cultural revolution, the Chinese government is occupied with introducing wide-ranging reforms to higher education, with the emphasis on quality to serve the country's needs.

The authorities face the formidable task of replacing the narrow, rigid system of higher education copied from the Soviet Union during the 1950s; restoring some kind of academic standards over the chaos of the cultural revolution; and gearing higher education to turn out specialists for building China's future.

There are about a million higher education students in China — about 1 per cent of the college age population — which the government recognizes is far too low if the country's economy is to progress in the foreseeable future. As well as increasing the number of universities and other institutions (it has just opened 26, bringing the total to 701) it is also considering ways of diversifying higher education — for instance through community colleges and by raising the number of part-time students. It is encouraging students to study on their own or to take extension courses and to make full use of radio, television and otber electronic aids.

Switch to Soviet system

After the Communist takeover in 1949, the government switched from the comprehensive, inter-disciplinary university system largely influenced by the United States, to the Soviet system of narrow specialization within independent institutions established for each discipline — engineering, medicine, finance and so on. Teaching and research were separated; science and engineering, though both heavily emphasized, were split.

The government which took over in 1977, masterminded by Mr. Deng Xiaoping, the pragmatic vice-chairman, decided to revert to a system more on pre-1949 lines, and looked to the West — especially the United States — for the model. But progress is slow. Mergers of institutions take place only on a trial basis, and even cooperation between neighbouring institutions conflicts with the isolated nature of Chinese work units. There is still little contact between faculties — or with the outside world.

The Soviet legacy restricts all university life to the campus. Even shops are provided on site, making it unnecessary for students or teachers to venture outside. The insularity is reinforced by each university's own graduates filling at least 90 per cent of teaching and administrative jobs.

However, some changes are apparent. One is the introduction of a credit system in some universities. Peking is adopting it this term, and three other universities wbich used it before 1949 — Nanjing, Wulhan and Fudan — began up to three years ago. Instead of the 100 per cent compulsory course, students can choose about 30 per cent of their syllabus.

Unfortunately, because the credit system has been superficially grafted on the old regime, rather than replacing it, in practice options are restricted, sometimes available only to students from the department which offers them. And although a student can theoretically graduate as soon as he or she has accumulated the necessary credits, in fact graduation still takes four years. To do otherwise would upset the predetermined job assignment plan.

The 1966-76 cultural revolution turned the whole Chinese educational system upside down — and the higher the level, the more it was disrupted. The aim was to produce equality, between intellectuals and workers, the towns and the countryside. Students and teachers were sent into factories and the rural areas for manual labour; university courses were cut from five years to three, and consisted largely of ideology and politics. Degrees were abolished. It is said a million college students were "lost" — and only this summer have the first fully post-cultural revolution students graduated.

The government which took over in 1977 immediately set about reconstructing an elitist educational system and attempting to match it with the needs of the country's future. It reintroduced "key" schools and universities from primary level up — those which take the brightest students, and are allocated the best teachers and more money than the rest. China has about 100 key universities.

Academic degrees have been restored this year, for the first time not only since the concept was abolished, but strictly speaking since 1949. Plans for degree systems were made after 1949, but were never fully implemented.

College entrance examinations have been reestablished; and not surprisingly the authorities have judged university entrants to be of higher quality than those who entered under the "recommendation" system of the cultural revolution, when a student's family background and attitude to ideology were more important than academic ability.

Education for the future means training specialists to develop China's four modernizations — agriculture, industry, defence, and science and technology. China needs tens of millions of specialists, but turns out only 200,000 a year.

The government intends to change the present heavy bias towards engineering and science — more than 60 per cent of Chinese undergraduates are in one or the other — recognizing the need for more emphasis on the liberal arts to improve management in all sectors.

In spite of enthusiastic reports of government plans and successes in reforming higher education, there is still apparently some way to go before all its consumers will be satisfied. Students writing on college reform in *China Youth News* last year complained of over-emphasis on specialization; they wanted more contact with the world outside; they said professors should concentrate more on teaching and less on their own research. Perhaps most important, they condemned the tendency in teaching which made them "passive recipients" of knowledge, rather than trained them to analyze problems and think for themselves.

Bitter disappointment

A number of understandably anonymous third-year students at a Chinese provincial liberal arts college have made the point more forcefully in an article published in the *New York Review*. They described their bitter disappointment in their college education, in which political indoctrination was rife; only a small percentage of classes were of any use, with most time being spent "memorizing dogma and the teacher's words". Philosophy studied Marxism only; art theory stated simply: "The purpose of art is to serve the politics of the proletariat".

Jargon cloaked teachers' real opinions; there was no independent thinking or free discussion, no extra-curricular life. Even activities related to work required party approval. Examinations consisted solely of regurgitating memorized "insipid course material".

Dose of feudalism

Their despair, said the students, lay in the fact that even after the "second liberation" (from the cultural revolution) their educational system was still as bad as it was... with its heavy dose of feudalistic ideas and authoritarianism (it) could not possibly develop their generation's talent effectively.

But perhaps all is not bleak. There are signs that at least in some courses students have more freedom and teaching matter is more comprehensive. A student at Peking Arts Institute reports open discussion, instruction on Plato and other philosophers as well as Marx, and a vast majority in his class who favour abstract art — and dare to say so. A vast difference from three or four years ago.

Reprinted with permission from THE TIMES HIGHER EDUCATION SUPPLEMENT.

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world. *Whereas*, disregard, and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people. *Whereas* it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of the law. *Whereas* it is

Negotiating the labyrinth of barriers surrounding Soviet archives can be frustrating and dangerous.

A Soviet historian's Final Word in court

by Arsenii Roginskii

Translator's Note: A young Soviet researcher in Russian history, A.B. Roginskii, in December, 1981, was sentenced to four years in prison by a Leningrad court for using forged letters to secure permission to work in the Manuscript Division of the State Public Library in Leningrad and other archives. He was convicted under Article 196 of the Soviet Criminal Code, which provides penalties for forgery.

It is the opinion of Professor Yuri Luryi, a former attorney in Leningrad and now with the Faculty of Law of the University of Western Ontario, that Roginskii was wrongfully tried and convicted. Professor Luryi explains that conviction for forgery under Soviet law must be based on evidence that the accused either benefitted financially from the forgery or secured a "right" for something to which he was not otherwise entitled in Soviet society.

Roginskii, according to a Court statement, did use a forged written request to secure access to the Manuscript Division and other archives for his research work. However, he neither benefitted financially or secured a right to which he was not otherwise entitled.

As a Soviet citizen, continues Professor Luryi, Roginskii, in accordance with provisions of the Soviet Fundamental Law (articles 46 and 47, of the USSR Constitution 1977), has the right of free scientific work and the right of "general accessibility" to the sources of national and world culture stored in the depositories of the USSR. The draconian sentence imposed by the Court suggests that the KGB, which became involved in the case, wished to punish Roginskii as a dissident (he had, for example, tried to find out about his father, who, although innocent, was condemned to spend the last years of his life in prison camps. In addition, the KGB suspected Roginskii of sending his works abroad for publication under a pseudonym.

The document below is a translation from the Russian of Roginskii's "Final Word" before the Leningrad court on 4 December 1981. It describes conditions of access to Soviet archives and the materials in them, and the difficulties faced by historians in the Soviet Union. The speech was published in the Paris paper Russkaia Mysl' (Russian Thought) *in Russian on 17 December 1981. It was translated by a faculty member of the University of Western Ontario. The sub-headings were added by the editors of* Russkaia Mysl'.

As a Final Word, I consider it necessary to touch on several points which, although they arose in the course of the trial, in my opinion came up only incidentally and were not sufficiently dealt with. It is hardly possible to give a more or less objective and complete evaluation of my criminal case without a full comprehension of these points.

I will not touch on formal questions — such as the question of what I have been accused of under whatever article of the Criminal Code of the RSFSR. Here my view corresponds fully with the position of my defense. Equally, I consider it superfluous to go into motives, about which I refrained giving testimony during the investigation and before the court. Such explanations would inevitably compel me to express my views about the causes for my arrest and why I was charged under article 196 and not under any other article of the Criminal Code, and about many other matters concerning the origin of the present trial.

I will not even take exception to the Prosecutor's speech of indictment. The logic of his argument, the system of proofs, reminds me of those years when he was formed as a jurist — that is, those years when the ideas of the then-General Procurator of the USSR, Vyshinsky, reigned over Soviet jurisprudence.

All this would carry us far from the questions that are even more important and for many, perhaps, less obvious. These questions lie at the foundation of research work and, in a narrow sense, can be related to the relationship between the researcher and the archive, the means by which the researcher gains access to the archive, and the conditions of work he finds there.

This is the third in a series of articles appearing in the Bulletin *dealing with major issues relating to human rights and academic freedom. The articles focus on a number of countries with widely differing political, economic and social systems.*

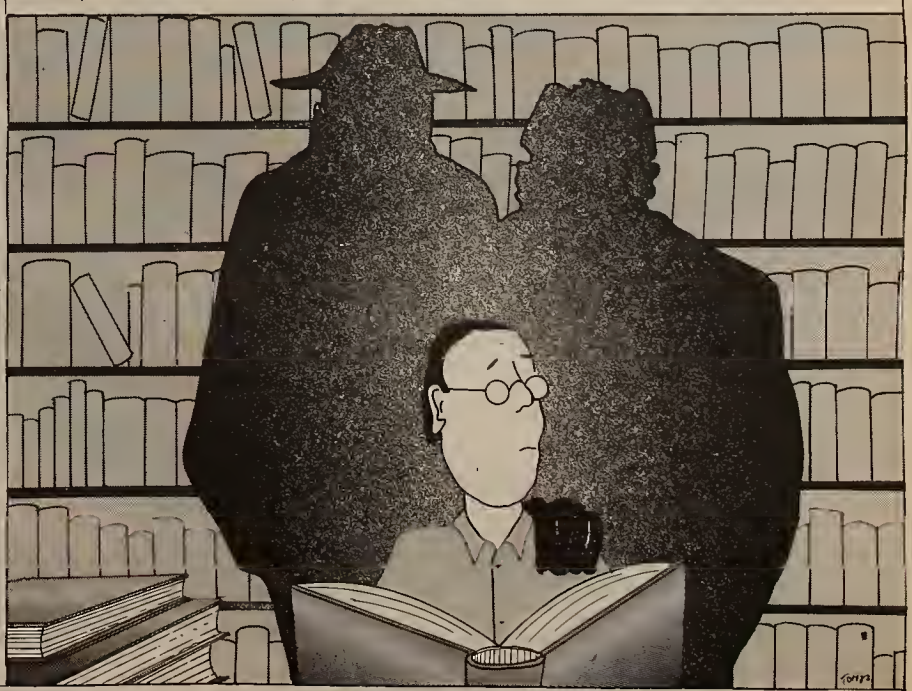
The author of the following account, Arsenii Roginskii, is a Soviet scholar currently serving four years in prison in the Soviet Union as a result of his research efforts. Roginskii's comments serve as a testimony to the almost insurmountable barriers raised in the Soviet Union against independent research and free inquiry.

The archive, an extension of the library

First, an advance warning: the archive for me (I have in mind here only literary and historical archives) is a natural extension of the library. Archival, unpublished sources are not in principle distinguishable from published sources. It is possible to consider them accidentally unpublished, or as still not published. I think it is necessary to explain this at the outset, for I have encountered many people unfamiliar with historical research who are truly convinced that the archives hold sources which must be kept fully secret because they discredit someone or something. Therefore, only those persons invested with "special confidence" are permitted in the archives. And this, they say, is the way that it should be.

Such an impression of archives, of course, is completely mistaken for the endeavour here is to sub-divide documents into those that are more or less important, more or less valuable. Each document has its own importance, each document is precious as a witness to our past.

Any serious investigator of the Russian past, whether a professional or, as is often



Tom McDonald

essential to promote the development of friendly relations between nations. *Whereas* the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom. *Whereas* Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms. *Whereas* a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge. *Now therefore, THE GENERAL*

the case, an amateur, who might need unpublished documents for independent work (even, for example, work on memoirs) of necessity must turn to the archives.

An inhabitant of our city, let us say, examines what is printed and then wishes to know in more detail what is in the archives. But how can he get in?

Soviet system of access to archives

How can one, whether a professional or an amateur, gain access to these documents? Basic rules in this respect are much the same everywhere. I will turn to the Rules for the Readers of the Division of Manuscripts and Rare Books of the State Public Library, already admitted as evidence in this case. To receive the right to work in the Manuscript Division, an individual must have a reader's pass to the library and "an assignment from the academic institution and organization on whose staff and under whose instruction the researcher is working on a specified theme." This means that anyone not on the staff of some research institute, college or university and who, in addition, is not given an assignment by such an institution ("assignment" is a somewhat strange term governing research under an academic institution) is denied access to an archive.

Under the category of "persons denied that right" inevitably falls an absolute majority of the historians and philologists with advanced educations in the humanities. What is left, then, to all those who work in the schools, technical schools, excursion bureaus, regional and local libraries, and technical publishing houses? Or — more accurately — to those who have finished college or university and want to continue to do research work, if for them such work depends on the study of archival documents? They face two courses of action: they can either forget about such work at once (such, alas, has been the decision of many), or they can try to wheedle (perhaps there is a more accurate word) a written request for access to an archive from places which issue such written requests.

But these places, as a rule, will refuse because the independent researcher's theme does not correspond with the institution's already established plans; and besides, why should it make a request for an unknown or little known person who has no connection with the institution in question? Formal connection with a college or university ends when a person graduates; and even if officials there remember him and sympathize with his position, he cannot dream of securing a written request from them.

There remains, it is true, editorial offices. But in the editorial offices of the academic journals, the same pitfalls exist. The theme of an independent researcher will be of no interest at all to popular publications: it will either be not topical or too academic for them. Only rarely among the chiefs of such an editorial collective does one meet someone like the now-deceased head of *Neva*, Vladimir Nicholaevich Krivtsov (the memory of whom is dear to me): that is, a man concerned about history broadly and dispassionately and not merely interested in what relates to the plan of his journal, and a man who even wishes to help at his own risk and despite his own fear.

But such an encounter is pure good fortune. Chiefs usually answer that the appropriate material — historical or historico-literary — of the editorship "is secured for a long time ahead." And, having made the rounds and having experienced a series of hardly pleasant encounters, the researcher is again confronted with choices: he may forget about archives and get along with published sources, or discard his old theme and begin a new one more appropriate to a plan of the "research institutions", or resort to subterfuges in order to attain his objective.

One example of the latter course is to persuade an editor to forward an archival written request on a theme which is interesting to the editor and which he is actually working on, hoping to learn in parallel fashion at least something on ones own theme. I know many people who, being interested in Gumilev, are working on Blok or who, interested in Katkov, are working on Chernyshevsky. Of course, such a method seriously hampers research, but the possibility exists that sooner or later one will succeed in finishing ones own work.

But what if this devious path does not work? What if the researcher does not succeed in forming some kind of connection with a "research institution", journal, or publishing house? Then he finds himself up a blind alley.

I am speaking about a person like myself — that is, one who has received a university education in the humanities, and who perhaps has even succeeded in publishing one or two small articles during his student years. Such a person occasionally does gain admission to an archive.

But what about the person who has no special education or — worst of all — who does not even have a degree? Such a person may wish to do research on Russian history and, it is possible, come to know it no worse than the specialist. He seeks archival material not in order to write a dissertation or an article for some journal, but simply because he wants to shed light on something for himself. Very likely he has no chance of getting into an archive.

Refusal to issue materials

But, let us suppose, a researcher's written request is approved and he has been permitted to work in the archives. Does this mean that he will succeed in obtaining the documents necessary to him? Unfortunately, no. In the rules already quoted by me, it is stated that "manuscripts are not issued if they do not relate to the theme on which the investigator is working." This rule is implemented in the following way: each request for materials is examined by someone in the archive's administration who decides, either on the basis of instructions not revealed to the researcher, or for his own reasons, whether or not to issue the requested document.

Hundreds of times, in my own experience, the staff of the archives refused to issue materials to me.

I will give you an example. In the first years after university, I undertook (and even partly completed) a dissertation on N.M. Karamzin as a theoretician of Russian conservatism. For this work, I needed the papers of Karamzin as well as many other materials, including documents characterizing the domestic policies of Alexander I, Masonic tracts, Karamzin's manuscripts, the investigative reports on the Decembrists, and correspondence of contemporaries. Could I have received such documents on the basis of my written request and my stated theme, "The Political and Social World View of Karamzin"? Of course not.

Many documents — including, for example, Karamzin's manuscripts — the staff of the archive issued to me readily, but others they completely refused. The standard explanations that the requested document "does not correspond to theme" or "contains no information about the figure of interest to you" did not satisfy me, as they would not satisfy any thinking specialist. Only I can determine whether documents are relevant or not, and I can do so only after having familiarized myself with the document. Often, data that seems indirect can push its way into one's thoughts and become central to the work. For the staff of the archives, however, these materials were not connected with Karamzin.

Given this problem of access, I could try to extricate myself by one of two means: either by securing a written request on each separate theme (on Masonry, on the Decembrists, on domestic policies), or by formulating one theme so broadly that it would include most of the materials that I needed. But which institution would choose to grant my written request on several themes — thanks for the document on one topic! As for a very broad theme, professional scholars do not even look at such requests sideways. This leads to another dead end.

However, fairness demands recognition of the fact that, in the case of Karamzin, my position was comparatively good. The archival staff gave me most of the things that I requested. It would have been worse for me had I specialized in a more recent period for which there are fewer published sources and, accordingly, a greater need for archives. Then I would have faced not only the unavailability of separate documents, but also the inaccessibility of entire collections *(fonds)*. Again, I will give you an example from my own experience, which is, by the way, indirectly related to my case.

For the Blok anniversary in 1980, I wanted to prepare some commentaries. One was to concern the reactions to a paper by Blok at the St. Petersburg Religio-Philosophical Society, the polemic which the paper inspired, and the people who attended the meeting.

Having worked through the published materials, I requested manuscripts. It turned out that a significant portion of the documents and the inventory of the collections of such important members of the Society as D.S. Merezhkovsky and P.B.

UNIVERSITE DE MONCTON

CENTRE UNIVERSITAIRE DE MONCTON

Titulaire de la Chaire d'Etudes Acadiennes

L'Université de Moncton sollicite des candidatures (ou mises en nomination) au poste de titulaire de sa nouvelle Chaire d'études acadiennes, laquelle est rattachée à la Faculté des études supérieures et de la recherche.

Le titulaire de la Chaire assumera la responsabilité de certains cours et de certains programmes d'études dans le domaine des études acadiennes, en plus de promouvoir des activités de recherche portant sur le fait acadien et d'assurer une liaison soutenue avec les universités et les savants qui s'intéressent aux études acadiennes.

Le titulaire se sera acquis une réputation d'érudit dans une discipline lui permettant de contribuer efficacement dans le champ d'études précité. Il ajoutera aux connaissances et aux qualités requises pour s'acquitter de sa tâche, l'expérience de travail normalement exigée d'une personne qui accède à un échelon supérieur à l'Université.

Consciente de l'importance du poste, l'Université a établi un fonds de dotation qui puisse assurer au titulaire une rémunération nettement suffisante pour correspondre aux exigences du poste.

Le titulaire jouira des bénéfices marginaux accordés aux professeurs permanents de l'Université et aura accès à des ressources financières adéquates pour mener ses projets à terme.

Le titulaire de la Chaire d'études acadiennes a un mandat renouvelable ne dépassant pas cinq (5) ans. L'entrée en fonction est prévue le 1er juillet 1982.

Les candidatures (ou mise en nomination) devront être expédiées avant le 1er juin 1982 à:

Monsieur Léonerd J. LeBlanc
Vice-recteur à l'enseignement
et à la recherche
Université de Moncton
Moncton, Nouveau-Brunswick
E1A 3E9

Struve would not be issued to me; they were "closed". I was denied the right even to know which materials were held in these collections.

As a result, I had to leave my work half-completed and it was recorded by the editorial staff of the journal to which I had offered the commentary on Blok that "the manuscript was not submitted to the editors for unknown reasons." The causes, as you can see, are obvious. It is a good thing that I did preserve some notes from the inventories I saw at that time when access to materials was somewhat easier. Although I didn't prepare commentaries, I was able to elucidate some matters for myself.

But what would have happened if I had decided to work on some topic not connected with a well-known name and from the same revolutionary period: on the *zemstvo* movement, for example, or on provocateurs in the world of the revolutionaries, or on the personality of the last Tsar? Who knows what else?

The situation in which I would find myself could be compared to that difficult, completely ludicrous situation which foreign historians — specialists in Russia at the end of the 19th and the beginning of the 20th century — often find themselves. I have myself encountered their dilemma. With "congealed hopes" I would wait: will they bring me today a manuscript ordered the night before? I would have been grateful for each issued document, as an unexpectedly generous gift. But say I had gone so far as to take the plunge into the history of the Soviet period: the NEP, collectivization, war communism, the relations between the church and state, and the like. It is all the same no matter what the subject. My attempts to secure access to the corresponding *fonds* would inevitably be doomed to failure.

I will make my point again. I am speaking about myself and those like myself: ordinary historians who work independently, who are not associated with plans or assignments or any "research institutions". Literary scholars and historians of art have it somewhat easier, but not much.

The incorrect interpretation of Russian history

The purpose of this judicial session has not been to discuss the artificial and frequently insurmountable barriers created between the researcher and the documents, or what has called forth the secreting away (there is no other word for it) of the documents of Russian history. But one result is obvious. The result of the system of "written requests", of "special depositories", of "special collections", of "limited access", of arbitrary decisions by archival administrators on what to issue and what not to issue to researchers — the result of all this is a severe restriction on the amount of work being done which is based on unpublished documents, the narrowing of the range of investigated problems, and the repelling from scholarly work of researchers who work independently of various institutional plans. In the long run, the whole system of limiting access to original sources and to authentic historical information creates a convenient basis for incorrect, and even intentionally distorted, interpretations of Russian historical development.

This system must be changed.

I, of course, do not maintain that any casual passerby should be admitted to an archive or that documents should be issued to a person who does not possess the requisite experience. But the impediments facing qualified researchers should be removed.

The current system of applications could be replaced by an interview in which it would be simple to determine the competence of one who wishes to work in the archive. The skills for archival work are not difficult to teach. Special courses could be organized in the archive for this. (By the way, such courses would even be useful for sixty per cent of the professional researchers whom I have encountered in the archives.)

But what must be eliminated unconditionally are any limitations on the issuing of materials (except of course in special circumstances, the listing of which is not necessary at this point).

So, as applied to the criminal matter under consideration today, only these changes will create the conditions under which there will be no further need either for subterfuges resulting from the humiliating soliciting of applications for access to the archives, or for the still more humiliating attempts to gain access by means of forged written requests.

There will disappear, accordingly, even the possibility of bringing charges analogous to those which have been raised against me.

It seems to me that it is to this last cause that this very court ought to direct the attention of the Main Archival Administration, the Academy of Sciences of the USSR, and the Ministry of Culture, to which are subordinated the majority of archives and manuscript collections of libraries. I am asking this court to urge the necessary re-examination of several points in the rules worked out by the staffs of the archives for the readers. And I am entering an appeal to this court to make an appropriate representation.

There is still another matter. I am aware that arrest, trial, and imprisonment will have the most serious consequences for my fate as an historian. Certainly still greater difficulties will confront me with respect to publications. I have already discovered signs of this, while studying my case, in a letter to the *prokuratura* (office of the prosecutor) from the assistant director of the Institute of Russian Literature of the Academy of Sciences of the USSR (Pushkin House), A.N. Iezuitov. The letter, among other things, contains a list of articles written by me for the Dictionary of Russian Writers of the Eighteenth Century, being prepared by the Institute. The letter ends with this phrase: "in case of necessity, the articles of Roginskii, A.B., can be excluded from those in the Dictionary." What "necessity" Iezuitov had in mind is not clear. And he is hardly alone among the chiefs of "scientific institutions" who reacted in like fashion to my arrest.

But difficulties with publications, (the number of mine in any case is not so great) do not begin to compare with another matter: the possible denial to me to work in libraries and archives in the future. Such cutting off of access has not been foreseen in the Criminal Code, but I fear that it will become an "add-on" which the leaders of these "scientific institutions" will contribute, on their own initiative, to the sentence of this court.

It might seem that my fear is exaggerated. But I can well remember the year 1979 when, dismissed from a school for working youth, I could not find a place in another school, although formally I was not deprived of the right to teach. Who can give assurance that something similar will not happen with other libraries, now that I have been excluded from the Public Library. Of course, to dismiss one from the historian's occupation is impossible (it is not the same thing as removing him from his pupils); but all the same it is difficult to imagine something more burdensome and painful for me than this possible prohibition.

But there is another side to my future relations with the archives and the manuscript divisions of the libraries. It was surprising to me to see the readiness and speed with which the archives gave information to the investigator about my work, the sheets of manuscripts used, and the list of all materials I studied in the archives. It is enough to compare this energy with the time it takes an archive to fill, for example, microfilm orders for the researcher.

The Geographical Society, a very respected institution, busies itself collecting material about me and sends the results of the investigation to the prosecutor. Venerable Saratov University also displays initiative, in responding to a request of the Geographical Society for specimens of the handwriting of the former dean of the historical faculty, Gerasimenko. And all this does not surprise anyone.

I could continue this discussion about the unscientific activities of the "scientific institutions". I will say only that it would have been more natural for the Director of the Public Library to have asked me to explain his perplexity, for I have been a reader in the library for twenty years and would seem to have that right. Or for the academic secretary of the Geographical Society, having discovered my name in the directory of the Academy of Sciences, to have turned to me and not to the prosecutor. But this would not seem natural to either of them.

Yes, I am aware that the Public Library is more than the head of the special section, Feigan; and the Geographical Society is more than the academic secretary, Senchura; and the Pushkin House is more than the assistant director, Iezuitov. I know that other, very worthy people work in these institutions. But to me it will, all the same, be depressing and unpleasant in the future to visit these institutions.

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Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing, or under any other limitation of sovereignty. *Article 3:* Everyone has the right to life, liberty, and security of person. *Article 4:* No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms. *Article 5:* No one shall be subjected to torture or

Only free study of the archives will help to discover the truth about the past

Finally, the last matter. One of the reasons given for depriving me of a reader's pass to the Public Library was the publication, without securing consent of the Manuscript Division, of several letters from the archive of the Plekhanov House in "foreign publications". I don't remember a case — there hardly could be one — in which similar steps were taken against an author for unsanctioned publication in a Soviet journal. But such is the logic of the directorate of the Public Library. I encountered such logic during the investigation. Although it would seem that an accusation under Article 196 of the Criminal Code ought to treat Soviet and foreign publications the same, it is obvious that the foreign ones have some special significance in the investigation.

The same logic reigns in this courtroom where witness Senchura pointed out directly that the value of an archival document depends on where it was published.

It is enough to point out that in the accusation by which I was indicted, and which was given to me on 10 November 1981 just before the preliminary investigation of my case was completed, the aim of my archival work was defined as "publication of archival documents in foreign publications." Only after my reproving remark did there appear the insertion in the formulation "and Soviet", which then passed into the indictment.

At the same time, in the statute of the investigator transferring some of the material from my criminal case to the KGB for "consideration and the taking of appropriate measures" (these were the collection *Memory* published in New York and sent to the investigation by the Administration for the Protection of State Secrets in the Press, notebooks with my notes, and several books), the formula was preserved in its original form: only "foreign publications". As is known, expert opinions were sought in the effort to prove my involvement in this, and at the interrogations the subject was hardly ignored.

I will not discuss here — nor, by the way, in any other place, — whether or not I have a connection with any publications of historical documents abroad. I will not speak about this for the reason that I wish to hide anything; for me, quite simply, publication in domestic journals is not to be distinguished from publication abroad. A document accurately produced and dispassionately commented upon remains a document, independent of where or by whom it was published, because there is a single Russian culture, and there exist historical and literary archives which are the property of this culture. And only the free study of those archives and their free publication will enable us to know the truth about our past.

Such is my approach to the basic question raised at today's trial. I wish to express a feeling of deep [illegible] to the witnesses who have appeared before the court: respected scholars and colleagues V.V. Pugachev, Ia. S. Lur'e, V.F. Egorov, L.I. Buchina, T.P. Malveeva, and S.A. Lur'e. It is also painful to me that a person whom I very much respect, but whom I am not well acquainted with, had to go through this: the former head of the Manuscript Division of the State Public Library, I.N. Kurbatova to whom I extend — and I ask that they be conveyed — my deepest regrets.

I am also grateful to all my friends and dear ones who have made these days heartwarming for me, because I see not an idle crowd but a circle of people who are genuinely close to me.

I also ask all to pardon me because my Last Word came out somewhat unsystematic and prolonged. But I ask you to take into account that in the conditions in which I wrote it — nine men in eight square meters — it was difficult to concentrate.

That is all I wish to say.

December 1981
Leningrad

American archivists brace to fight budget cuts that could limit access to documents

Scholars and archivists are once again gearing up to fight a Reagan Administration plan that they say would severely limit public access to the records and documents of the nation's past.

The federal budget proposed for fiscal 1983, which the President sent to Capitol Hill earlier this year, would provide too little money, they say, for the already ailing National Archives and Records Service. And it would not adequately support the work of a little-known but important program within the Archives, the National Historical Publications and Records Commission.

The Archives declassifies and makes available the official files of government agencies, while the commission fosters the collection, preservation, and publication of historical records around the country.

The fiscal 1982 budget cuts already have forced the Archives to let 134 people go from the central office in Washington, and 105 more layoffs are scheduled in regional offices in the coming months.

While the cuts hamper all of the programs, making the Archives slower to answer requests for information from scholars and the general public, they have fallen especially hard on the declassification section. The Archives have been chastised by a federal judge for not reviewing and declassifying material quickly enough. However, this year, "we have had a 50-percent cut in our staff, and we've fallen further behind," says Edwin A. Thompson, head of declassification.

"We don't see the situation getting any better. We're hearing that, for us at least, there will not be a turnaround in 1983."

Mr. Thompson says his section will not conduct any systematic review of records and will respond only to specific requests made under the Freedom of Information Act. "The old approach of allowing people to see all the records of an agency for a given period will have to go," he says.

Many scholars object, saying such a policy will limit them to seeing documents that they know exist and can identify well enough for the Archives to find. They will not be able to review large batches of material.

For the historical commission, the past year has been just as troubled. "We have been able to keep most of the projects which edit and publish documents limping along, but most of them are barely making it," says Frank G. Burke, executive director of the commission.

With no money to make grants in fiscal 1983, he predicts that "25 to 30 projects will have to close down." He says the commission will also not be able to support projects that attempt to improve management of records.

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Academic Freedom under fire in Guyana

The firing in March, without notice or stated reason, of Paul Tennassee, a Research Fellow at the Institute of Development Studies of the University of Guyana, is the most recent incident in the continued harassment of Guyanese academics.

The action of the Governing Council of the University of Guyana follows a decision made by the same body in 1981 to lay charges "warranting dismissal" against four leading academics for their reference to the death of Dr. Walter Rodney in their annual Departmental Reports as an assassination and for criticism of government interference in the operations of the University.

Dr. Rodney himself was a victim of a decision of the Council to veto the University Appointments Committee's recommendation of the internationally respected historian's appointment to a teaching position.

Paul Tennassee was contracted by the University of Guyana in December 1980 and took up his appointment in January 1982, taking leave from a doctoral programme at York University in Toronto to do so. He worked for six weeks during, which time he was developing a research project on the "Political History of Labour in Guyana, 1945-1982". He organized one faculty seminar and a university forum on the World Crisis.

The Faculty of Social Sciences and the University of Guyana Staff Association are demanding that the University Council explain why Tennassee was abruptly dismissed. The Committee of Concerned Academics in New York has called Tennassee's dismissal a denial of the principle of the right to work that is enshrined in the Guyana Constitution.

In recent years, the autonomy of the University has been rapidly undermined as a result of the politicization of the composition of the Governing Council. Independent members of the Council have been removed and their place taken by supporters of the ruling party, including Ministers of Government. University decision making has therefore been increasingly partisan and non-objective.

This worsening situation at the University is directly related to the deterioration in the human rights situation in Guyana itself; a situation which is amply documented in the 1981 and 1982 U.S. State Department *Reports on Country Human Rights Practices* and by the Guyana Human Rights Association's *January 1980-June 1981 Human Rights Report.*

For further information contact: Committee of Concerned Academics, c/o P.O. Box 1323, Station B, Ottawa, Ontario, K1P 5R4.

Parliamentarians tour countries in Caribbean and Central America

Canada has good neighbour role to play

by Bob Ogle

During the last two weeks of January, eight Parliamentarians under the leadership of Maurice Dupras (Liberal, Labelle) visited six countries in the Caribbean and Central America. They did not go to take the sun or the surf. They went to observe, study and work. I know. I was the representative for the NDP and after fourteen days, I was exhausted.

The travel was part of the continuing mission of a special subcommittee mandated by the House of Commons to study Canada's relations with Latin America and the Caribbean. It met with officials from the Diplomatic, Political, Church and Business communities in Haiti, Trinidad, Jamaica, Costa Rica, Nicaragua and Cuba. A report of its findings will be published in April.

From my own point of view, our visit clarified certain points. Each country we visited, although in roughly the same part of the globe, is uniquely different from its neighbours. Each has its own aspirations and hopes. Each has its own history, culture and language. Each has its own problems but the major problems they all share. They are part of the developing world and they all have immense financial problems. On top of that, they are all physically close to the United States.

Caribbean Basin Plan

In June, 1981, the Reagan administration announced a new Caribbean Basin Plan that would introduce the U.S.A., Mexico, Venezuela and Canada into the donor roles of a mini-Marshall Plan. This was done without prior consultation with Canada, or the countries in the Basin. The Basin concept, which lumps Central America with the Caribbean, is not one that is shared by either the countries of the Caribbean or Central America. Central America feels next to no connection with the Caribbean Islands as the history, culture, language are very different.

Our visit was to demonstrate that the early rhetoric of the Reagan administration turned out to be too much along the lines of "a tinkling bell or a sounding cymbal"...a lot of noise signifying nothing. President Reagan's recent speech to the Organization of American States showed me how poorly planned this so called "initiative" has been.

The countries we visited demonstrated to some extent the diversity that must be included in any Canadian policy toward the area. Haiti is the poorest country in the Western Hemisphere. A long history of corrupt governments, human oppression and poor management has left this French-Creole speaking island in a perilous situation. Land erosion and misuse parallels the human misery that pervades the island. The fascinating quality of the Haitians is their ability to cope in a calm, dignified manner.

Haiti has been and will continue to be one of the largest aid recipients from Canada. Severe criticism by Canadian media of a recent large scale project which was closed down by the Canadian government emphasizes the need for good planning. At the same time, it emphasizes the great difficulty in planning properly in a land where the under-development is so complex and far-reaching.

Tom McDonald

On the other end of the financial teeter-totter sit Trinidad and Tobago, the richest country in the area. Trinidad and Tobago are looked upon as the place from which leadership should come for the English speaking states in the Eastern Caribbean. The Trinidadians seem to shy away from this invitation and would prefer to look after themselves and their wealth which comes from their own oil. Whether history will permit them to do this is anybody's guess.

Trinidad and Tobago appear to the short-time observer to have skipped some development steps. Oil money has swamped the Island with automobiles but there are next to no 'driveable' roads. A strong memory from our short visit is of a stationary traffic jam and phones that did not work. Whether the oil money will be able to fill in the missing steps in the development ladder will depend on many things. Oil supply is beginning to decline and a native-born political scientist told us, "Easy come riches are easy go riches."

Jamaica is an altogether different place. It shares a British colonial past, a black population, a parliamentarian system and a history of exploitation. It has come through a turbulent election period in which 800 people died violent deaths but finally saw the Socialist government of Manley change peacefully into the hands of Seaga. Seaga represents a free enterprise mentality, has personal support from President Reagan and the U.S. administration, has completely severed Cuban relations and is in bad shape financially.

The Caribbean Basin Plan has not materialized. Production and growth are stagnant and a "parallel money market" grows on the sale of hashish clandestinely sold to northern markets. Canada has a long-term interest in Jamaica in the bauxite industry, but representatives of the local business community were pessimistic about general business prospects in the future.

Cuba . . . eons apart

We also visited its physically-close neighbour to the North — Cuba....physically close but eons apart in direction and future. Fidel Castro spent five intense hours with our delegation. He pleaded for continued friendship from Canada, for trade, for joint Canadian-Cuban ventures, and for respect. Caught in a sugar economy and a close relationship to the Eastern bloc, he seeks understanding from his immediate neighbour to the North — the U.S.A. The understanding is not forthcoming and the Cubans are preparing for invasion or other acts of war from Uncle Sam.

We saw the jump in education level, in health level, in agricultural development that the Revolution has brought. We also saw the general drabness that a full Socialist society often generates. Church authorities told us they were not persecuted. Canadian missionaries talked about a "small but intense" Church. Only 2% of the population attended church services before Castro. Many of them left the country in the early days of the Revolution.

Cuba exports doctors and teachers to the Third World. Some see this as a Communist ploy to take over the developing world. Others see it as one of the most positive moves in the world to solve the impossible problems of disease and illiteracy.

Central America

These four countries show the diversity in the Caribbean Sea. The waters of the Sea lap upon Central America but there one finds another land.

Canada's diplomatic representative lives in Costa Rica. He has a huge and complex responsibility to observe and report on Costa Rica, Nicaragua, Honduras, Panama and El Salvador. Even a casual observer can see that this is next to an impossible human task.

Costa Rica is a *beautiful little country* nudging up against Panama. It has a long history of parliamentary elections, no army and a permanent spring-like climate. Recently it has bought into the consumer-life market. Stores are filled with commodities that may end up rusting away beneath gathering dust because no one can afford them. Overspending and under-producing has reduced the value of Costa Rican money by 300%... great for the tourist but disaster for the Costa Ricans. Hard times ahead.

In Costa Rica I came face to face with another reality which points the way to a new showdown situation on the isthmus....Salvadoran refugees. Women, children and old men are housed in a refugee camp near the Nicaraguan border. They had crossed Nicaragua to arrive at a camp under the auspices of the United Nations. They told us stories of violence and oppression, of fear and death. Much of the history of this whole area will depend on what is the future of El Salvador.

Costa Rica stands out in sharp relief to Nicaragua which, of all the places we visited, filled me with a fragile but real hope. This country has suffered like few other countries have suffered. Oppressed by the USA-supported Somoza regime for thirty or more years, the people finally rose up and said, "Enough". Fifty-two thousand died in the last months of the struggle before Somoza left his bunker for Miami in July, 1979 with the nation's wealth in his foreign accounts.

Since then there has been a valiant effort to get the country running again. A government whose members are so young that they look like university students has struggled with a literacy program, with a health program, with the beginnings of a revitalization of a mixed economy and with a constant fear of invasion. Threats from Haig and intrusions by ex-Somoza national guardsmen from Honduras sap energy in

Father Ogle is federal Member of Parliament for Saskatoon East and a member of the Parliamentary Sub-committee on Central America and the Caribbean.

Campaign Massera continues

by Pierre Berton

On behalf of the Canadian Committee of Scientists and Scholars I wish to protest in the strongest possible terms the outrageous imprisonment and torture of a distinguished mathematician by the Uruguayan authorities.

The scientist in question is Jose Luis Massera. He is his country's leading mathematician, a scientist of world rank, internationally respected for his research in differential equations.

When the military junta in Uruguay seized power in 1975, Professor Massera was arrested and savagely beaten. He is still in prison at the age of 66. One leg is shorter than the other as a result of torture that fractured his hip.

For six years, scientific and scholarly societies, together with thousands of individuals, have protested his incarceration and demanded his release. Amnesty International has named him a prisoner of conscience. The Human Rights committee of the United Nations has confirmed that his human rights have been denied.

The Canadian Committee of Scientists and Scholars joins with the International Campaign-Massera in urging the release of this distinguished scientist. The Canadian committee is composed of more than thirty leading public figures in the field of the arts, sciences and culture — ranging from Professor Northrop Frye and Senator Eugene Forsey to Moderator Lois Wilson of the United Church and Nobel Laureate Gerhard Herzberg.

The International Campaign is a determined, united attempt to force the Uruguayan government to act.

The Campaign plans to focus world wide publicity on Uruguay regarding Professor Massera, the prison Libertad and the Uruguayan government's policy of torture. Letters are being dispatched to fifty leading personalities in Uruguay detailing the international revulsion felt over Massera's incarceration. Regular bulletins and telephone calls to the local Uruguayan embassies will follow.

Since world wide support for Massera's release has been voiced over the past six years the case has become a test case: can decent people all over the world stop oppression by a brutal military regime?

Everyone who cares about political freedom is asked to make his voice heard by the Uruguayan government.

Photo — Craig Layng

Members of International Campaign — Massera, led by Professor Israel Halperin, march before the Uruguayan Embassy in Ottawa in March to protest the imprisonment and torture of Massera. Organizations represented were the CAUT, the Canadian Committee of Scientists and Scholars, the Canadian Mathematical Society, the American Association for the Advancement of Science, the Mathematical Society of Denmark, the Inter-church Committee for Human Rights and Latin America, the United Church of Canada, the Human Rights Committee of the Catholic Church Conference, the Canadian Labour Congress, as well as prominent artists, academics and politicians.

Canada good . . . p. 17

military activity which should be going into rebuilding the country.

Base church groups that we met strongly support the Revolution. A high-ranking church official, some members of the business community, political representatives of right-leaning parties, *La Prensa*, a newspaper which changed its workers and its ideas, are much more critical. The ex-president of Costa Rica told us to "have patience with the Revolution". Other observers suggested, "Give them a chance".

Six countries in fourteen days leaves a hodgepodge impression. Some things are clear, however. Canada has a good reputation in the area and out of proportion, I believe, to what we deserve. There are long historic links dating back to the old rum-codfish exchange between the Islands and the Maritimes. Canadian banking interest in the area is almost prehistoric. Aid programs in some instances have given good development results, e.g. pure drinking water in the Bahamas. The English speaking Caribbean calls for support from a Commonwealth friend and neighbour.

Will Canada respond as a good neighbour? I believe that it is up to Canadians to make our government say "yes". The future of our continent is contingent on development in Central America. The U.S.A. has powerful tentacles in the area but is feared and despised by most. Over one hundred invasions by American marines in the last century in the area has left a very bad taste among the Latins. They are looking for strong and good neighbours who will feel with them and for them and will treat them as equals.

I believe that Canada should meet the challenge as a good neighbour, "big enough to be heeded, small enough not to be feared".

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Canadian policy on Central America 'irrelevant'

by John King

A liberal research institute has attacked Canada's policy on Central America as superficial, inconsistent, devoid of moral content and largely irrelevant.

"The Trudeau Government drops in and out of the Central American question seemingly as a matter of mood rather than the result of a well thought out vision," said the sharply worded statement released by the Council on Hemispheric Relations, a private group of academics, politicians, union and religious leaders, many of them associated with the Democratic Party in the United States.

"Instead of taking a stand as a committed member of the inter-American community, Canada has been the hemisphere's dilettante."

The council, founded seven years ago to monitor inter-American affairs, recently decided to expand its mandate to include Canada's relations with Latin America, Larry Birns, the council's director, said in an interview.

Eight chairs are to be added to the council's 28-member board of trustees for Canadians and four who are "sensitive to Latin American requirements" have already been invited to join, Mr. Birns said. The four include New Democratic Party Leader Edward Broadbent; Flora MacDonald, the former Conservative external affairs minister; John Foster, an officer of the United Church of Canada and the chairman of the Inter-Church Committee on Human Rights in Latin America, and Lynn Williams, international secretary-treasurer of the United Steelworkers of America.

Mr. Birns described Canada as "a source of unutilized potential" in Latin America that was needed now "to redress the inadequacies" of the U.S. Administration's policies.

But the council's detailed critique had almost nothing good to say about Canada's behavior in the region.

"Of all the major hemispheric actors, Canada has had the most inconsistent and largely irrelevant policy concerning the tragedy that has been unfolding in Central America", the statement said.

"While Prime Minister Trudeau has given significant advocacy to a North South development dialogue between the rich and poor nations... his policy has barely addressed the forces of right-wing military authoritarianism that will prevent the attainment of its goals."

The statement praised Mexico for showing "strong hemispheric leadership" while Canada acted as "a pale echo" of U.S. policy.

It criticized Canada for abstaining on a resolution concerning El Salvador before the United Nations Commission on Human Rights in Geneva and complained that Canada's support of a similar motion concerning human rights in Guatemala was passive.

The council accused Canada of muting its criticism of human rights abuses in Guatemala, "using in private the extraordinary explanation that the Canadian Embassy is hostage to the Guatemalan military rulers and the lives of embassy personnel mustn't be jeopardized."

The statement also criticized Canada for not sharply increasing its aid to Nicaragua, as Mexico and France did, when the Marxist Government took power and U.S. aid was cut off, and for not speaking out in favor of the Mexican-French proposal for a negotiated solution to the civil war in El Salvador.

The council praised the report of a House of Commons subcommittee on relations with Latin America that was published in December, but attacked the Government for not acting on its recommendations for a strong human rights policy, increasing aid to Nicaragua and supporting negotiations in El Salvador.

Reprinted from THE GLOBE AND MAIL.

Memoirs of a vulgarizer

by J. Gordin Kaplan

In the fall of 1975, it became apparent that Canadian science was heading into stormy waters. The government's policy of attrition, visible in 1969 (particularly to scientists funded by the National Research Council), had reached the point where even the Medical Research Council was obliged to cancel one of its grants competitions (Spring 1976) and to cut back sharply on many programs, especially support of young scientists on their first faculty appointments. Indeed, some of those unable to receive funding were newly appointed MRC scholars!

Several members of parliament on both sides of the House, expressed the view that the strangulation of science had aroused but little public outery owing to the preference of the scientific community for anonymity and silence. Without doubt most scientists have, at least until recently, seen little need for communication with the general public, despite the fact that the latter finance our research through their taxes.

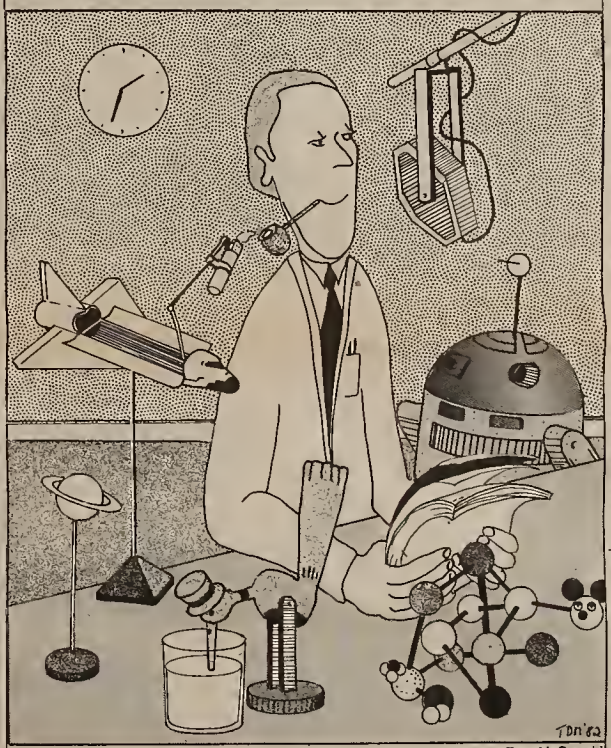
As a result of the crisis in government and university science, several scientists, including myself, agreed to appear in the electronic media and to communicate the results of the scientific enterprise to the public, especially those aspects likely to affect people directly. David Suzuki had, of course, been doing this for some time with great success.*

My début as what it is now fashionable to call a communicator had begun in Halifax. During the summers of 1960 and 1961, I organized and animated a series of highly controversial public affairs TV programs under the catchy title "Crossfire." (The title was stolen about 15 years later by a competing network for a soap opera about gangsters.) These prime time programs (8:00 to 8:30 on Friday evening) were the summer replacement for a popular local CBC public affairs show. A few programs were devoted to subjects with a high scientific and technological content, such as the spread and the effects of atmospheric testing of nuclear weapons. Some were, I think, quite far ahead of their time, for example one on the position of women in Canadian society. A tape of this program would make interesting viewing twenty years later.

Following a leave of absence from Dalhousie University, during which I had worked and/or visited in England, France and the Soviet Union, I also contributed a series of six radio broadcasts, "Glimpses of the Outside World," for the local Halifax CBC station. Science was involved in, but not central to, these broadcasts.

This experience, while helpful, did not prepare me for the kind of scientific popularization, or vulgarization as the French call it, that I began in September 1976. I agreed to appear weekly (Thursdays) on a five-minute, pre-recorded science interview for the CBC radio program "As it Happens"; Barbara Frum questioned Isaac Asimov and me (on a telephone hook-up) on a current scientific news story, such as the aftermath of the Seveso disaster, solar space stations, planetary exploration and so forth. This continued until December of that year.

My most recent radio experience began in early 1978 on the local Ottawa CBC radio station on the early morning talk and interview show. I was interviewed (live in the studio) after the 8 o'clock news about some newsworthy event or anniversary (such as the centenary of the birth of Albert Einstein or the 25th anniversary of the Watson-Crick paper); these interviews took place weekly and lasted for about four and a half minutes. This series was dropped in August 1979. Among the subjects treated were various items about genetic engineering (such as the cloning of DNA from mammalian cancer viruses), relativistic physics, (e.g., the changing periodicity of a binary pulsar due presumably to loss of gravitational energy), atomic clocks, a new process for photochemical oxidation of water to yield hydrogen for fuel, continental drift, methane-producing bacteria, and the sociology and politics of science. Quite a range of subjects, indeed. All in a four and a half minute quantum on a Monday morning.



Tom McDonald

Early in 1979, I began a series of weekly television science spots, dealing with interesting research in engineering and science taking place in the Ottawa area; this show was directed mainly at housewives and stay-at-homes who watched the local independent television station, CJOH. After two years, I was replaced by John Kucharczyk who continues to do a popular weekly science column.

My brief career as a communicator caused me a number of headaches. The first can be a problem only for the "vulgarizer" who remains an active scientist. A practicing scientist will feel twinges of guilt when dealing with a subject well outside of his or her sphere of professional competence, and will be constantly tempted to draw attention to his or her presumption. You can get away with an apology for intrusion into someone else's territory only a few times. One producer pointed out rather forcefully that I was casting doubt on the accuracy of what I was saying; if I felt excuses were absolutely necessary I should deal with subjects with which I felt more at home. Yet plainly I knew considerably more about, and had a better background to appreciate and explain, most of these subjects than would your average scientific journalist who, nevertheless, would feel free to plunge into any of these areas without compunction — *sans peur et sans reproche.*

This is not all; the problem has Heisenbergian overtones. When dealing with areas clearly *within* my sphere of competence, I saw grey areas, ambiguities and uncertainties. I could not bring myself to answer questions with a simple yes or no. When discussing sensational results recently announced in the press, say a dramatic reduction in deaths due to certain cancers after treatment with interferon, Joe and Jane Public don't like to hear self-appointed science experts hedge their replies with phrases like "if these results can be repeated by others," "it is not clear that the experiment was properly controlled," "this conclusion may not be justified by the experimental results," etc. When discussing a fascinating experiment I had come across in the scientific literature, my interlocutor almost always wished to push beyond the results to bring out any implications, however remote, for human health, industrial application, and so on.

The scientist clearly sees the pitfalls in making such connections without surrounding them with cautionary phrases, but these spoil the dramatic impact. On occasion, this is made even more difficult in an interview with a journalist who simply doesn't wish to hear or to be told about possible errors of interpretation. Alas, not all science journalists are like Joan Hollobon, Margaret Munro and a few others; that is, capable of catching on quickly and seeing at what point it becomes dangerous to stretch the interpretation and possible consequences of a particular datum.

The medium that I found most rewarding was radio, especially those morning spots. Every broadcast resulted in at least a few telephone calls from people who wanted more information, from specialists in the field who had spotted an error or an ambiguity in something I had said, from high school science teachers who invited me to their schools to discuss a subject that appealed to some of their students, or from the students themselves. Yet with radio, many topics were simply not suited to the four-minute quantum or required too much background information before they could be understood.

Television has fewer such limitations for one can use pictures or demonstrations and one usually has more time. Television presents problems of its own; leaving aside the most obvious one, the relentless drive to trivialize. Many of the problems are due, not to limitations of the medium, but of the producers. These people seem to work on the assumption that their audiences consist generally of morons who will be bored out of their skins by more than seven or eight minutes on any one subject and who must be spoken to in words of one syllable.

Some producers are totally confused about their aims. Recently I prepared a rather detailed outline of a TV series devoted to cell biology and biochemistry that was to be used in connection with, and as part of, a university-level extension course. The producer was anxious that the broadcasts be aimed at and accessible to the ordinary prime-time viewer (probably the one described immediately above). He was unaware of the incompatibility between these two goals; no university level course worthy of the name can double as a popular program. The former demands a serious and continuing intellectual effort on the part of the audience, an effort that by definition cannot be asked of the audience at which popular programs are aimed.

A possible source of embarrassment stems from what might happen to a scientist's modest contribution to a radio or TV show once it has been taped for subsequent presentation. Even without doctoring a taped interview, it may be made to seem ridiculous by the way in which the tape is "edited," that is spliced and rejoined to other segments. One may appear to be engaged in a discussion or argument with someone of whom one has never heard. On the sole occasion upon which I was able to catch myself on "As it Happens," I heard myself answer a question that I had not been asked during the taped interview. The producer had cut and spliced the tape after the fact. The result was not too awful, but certainly illustrates the dangers to be faced.

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Dr. Koplon is Vice-President, Research of the University of Alberta. The article is reprinted from AGENDA, a publication of the Science Council of Canada.

Auditor vs contingency models

Conflicting funding strategies hurting research

by Jim Hackler

In recent years the corridors of power have echoed to demands for more *applied* research that will accomplish specific useful goals. At the same time, the value placed on *basic* research — research that attempts to create knowledge as a goal in itself — has diminished.

The assumption is that separate funding mechanisms are appropriate for these two types of research. As a result, we see the growth of contract research as a means of "solving problems" with fewer resources going into basic research.

Funding for basic research tends to be regarded in the political sphere as simply giving money to the intellectuals with the hope that something may be produced that will be of value. By contrast, applied research suggests that a government can identify a specific problem and get a better return by asking researchers to do specific things and come up with specific answers. It is seldom, if ever, suggested that this approach is unrealistic, expensive, and in fact does not achieve the goals it claims. Nor is it pointed out that many funding practices of both federal and provincial governments tend to provide a much poorer return for society than funding strategies of agencies that have followed the basic research model, such as the Social Sciences and Humanities Research Council and others in the natural (and medical) sciences.

The present system of developing "targeted" research to provide answers to specific questions has spawned consulting firms which specialize in pleasing government agencies while extracting the maximum amount of money for providing that pleasure. The true masters of the consulting business are probably found in Washington, D.C., but various consulting firms in Canada are finding that provincial and federal governments also respond with large financial contributions when assured that the answers they seek can be provided after six months of intensive research.

But the basic vs. applied research debate is not the fundamental issue. Rather we have two conflicting funding strategies which parallel two administrative ideologies. These two strategies are sometimes called the "auditor" vs. the "contingency" models.

Essentially, the auditor model makes decisions from the top down. The goals emphasize uniformity and accountability. Discretionary action in local settings is not encouraged. In research, this strategy emphasizes rigid steps that should be followed with little flexibility even if new insights come out of the initial stages of the research.

Under the auditor model, the questions are defined from above and what is to be done is carefully spelled out in a contract. If those questions turn out to be stupid, those working under the auditor model usually find it expedient to simply continue working and learn how to adjust to the system. We are all familiar with the attempts to make various bureaucracies accountable and how various wasteful practices are used to subvert efforts to control the situation from above.

As an alternative, the contingency model encourages local units to make decisions taking into account the local situation. The role of middle management in the contingency model is to advise local agencies as to how they can accomplish important goals in ways that might differ from one agency to another.

Applying the same contingency model to research, basic or applied, one provides the means to do research for people on the assumption that they are in a good position to make many of these specific decisions. Obviously, this requires risk taking. However, these risks may be much cheaper under the contingency model than under the auditor model.

Most basic research follows the contingency model on the assumption that it is very difficult to recognize in advance which steps will be the most effective. Scientists not only change their experiments, they sometimes change the questions. One might also argue that the strategies used in basic research may in fact be a more effective way of achieving applied goals. For example, there is frequently a link between basic knowledge and practical problems.

In a 1981 convocation address at the University of Alberta, Gordin Kaplan, vice-president, research, pointed out that Parker, Morgan, and Morton, Canadian scientists at the Connaught laboratories of the University of Toronto, did pioneer work which later permitted other researchers to prepare the vaccine which has practically eliminated polio.

Kaplan said, "had Canadian university research never achieved more than this one contribution — let's forget about insulin, cobalt-60 and everything else — this alone, by virtue of its economic benefits in eliminating the acute care and the follow-up costs of poliomyelitis, would have recompensed the Canadian taxpayers for their investment in University research."

While Parker, Morgan and Morton were developing their ideas, they did not know it would ultimately prove vital, or even relevant, to the prevention of polio. Kaplan points out that if the government of that day had decided to concentrate its resources on applied research to deal specifically with polio, the fundamental research may not have been funded. Instead, the availability of "targeted" funds might have persuaded researchers to spend their time perfecting the Sister Kenny hot-pack treatment or inventing an improved version of the iron lung.

Similar illustrations can be found in the Social Sciences. When the Centre for Criminological Research at the University of Alberta invited H. Laurence Ross to speak on the impact of legislation in various countries on drinking and driving, one might assume that his primary concern was to answer the question: "How does one reduce accidents caused by drivers who drink?" While that is obviously a legitimate question and a concern of researchers and the public, there is also another question which is inherent in the work done by Dr. Ross: "How does law affect human behaviour?" Is this latter question basic research or applied research? The answer is probably unimportant, but one can see that insights into the broader, more abstract question could have implications for practical policy changes.

Granted there are distinctions between applied and basic research, but applied research also requires the creativity and flexibility that has been so crucial to basic research. When the auditor type model is imposed on "targeted" research, it often fails to achieve the stated goals while giving the impression that much has been accomplished. Funding practices now lean more towards this inefficient auditor model of contract research which provides a poorer return than funding strategies that follow the contingency model.

When agencies support basic research, they have only a vague idea of results, and those results can be surprising. They are funding a *process*, not a clear outcome, and this obviously includes failures.

As governments lean toward "practical" research, they may benefit by using the contingency model and accepting the reality that clear answers will not always be forthcoming. In the long run, however, they may gain knowledge that will be more "useful".

Let me turn to the criminological and correctional area for illustrations of the deficiencies of current funding practices. Others will be in a better position to judge whether or not these principles apply to their disciplines.

One of the first concerns is simply poor quality work. The primary task in consulting work is to provide a report that will satisfy those providing the money. The report does not even have to be read by the top bureaucrat who insisted upon the work being done. One contract asked a researcher to summarize a major area in criminology, spell out the questions that needed to be answered, do the research necessary to answer those questions, and then provide clear policy recommendations based upon that research — and get it all done in the next eight months. Since such a task is clearly impossible, the skilled contract researcher is tempted to provide something plausible. Contract researchers must treat such naive assignments as sensible research guidelines.

By contrast, research that is published exposes its own weaknesses and has a potential for generating discussion or argument. The audience is now more than just the funding agency and hence the work must satisfy more critical reviewers. Admittedly, many articles published in research journals are not particularly useful to those making policy decisions, but there *are* journals where scientific work goes through screening by editorial readers, which exerts some control over quality, and *still* encourages a writing style and presentation of data in a form that makes it available to a large audience. The Canadian Journal of Criminology is such a journal.

Another critical flaw in some contract research is the expectation that research be done on a schedule dictated by political demands. For example, the Canadian government is considering a new Young Offenders Act. Research has been launched to see what is happening in the juvenile justice system. If the legislation is passed, another study can be done to evaluate the impact of the legislation. However, most of the changes that are part of the proposed legislation have already been introduced across Canada. Unfortunately, the present expensive research program, like most auditor model research, is trapped by demands from above that emphasize questions that may be irrelevant as research progresses and researchers gain insight into the issues.

Certainly there is much to be said for conducting research in areas of government concern, but it is frequently unrealistic to think that intelligent research can be tailored to fit the dynamics of political action. One cannot guide and control the introduction of laws on a nation wide basis and expect to assess the impact using a logical but naive model. However, one

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University funding and fiscal federalism

by Paul Davenport

Throughout Canada today the quality of university education is threatened by sustained government underfunding. Real university operating expenditures per student have fallen over the last six years, and many provinces are announcing that the cuts in university budgets over the next several years will be even more severe than in the recent past.

The results of underfunding are sadly predictable: an inability to hire bright young scholars, or even to renew the contracts of excellent professors already on staff; increases in student-teacher ratios, resulting in restricted access to particular classes and programs, and ultimately in a reduced accessibility of the university itself; reductions in the time and support necessary to high quality independent research, as real teaching and supervision loads rise, and as research funds fall ever further behind the rate of inflation.

Both the Federal and Provincial Governments must share responsibility for the sad state of University finances across Canada. Indeed, university funding is a good example of Canada's system of fiscal federalism, in which the various levels of government co-operate in the financing and delivery of public services. The BNA Act assigned responsibility for education to the provinces, a power they still hold today. The federal government has, however, participated in various aspects of educational policy, and particularly in higher education, beginning with the founding of the Royal Military College at Kingston in 1876, and the granting of 150,000 acres of land in 1885 for the establishment of the University of Manitoba.

Regular federal assistance to universities began after World War II and proceeded by fits and starts until the mid-1960's. In 1967 the federal contribution to higher education was put on a cost-sharing basis, with the federal government agreeing to pay one-half of eligible post-secondary operating expenditures. During the next decade real university operating expenditures doubled, and real expenditure per student rose by 28 per cent.*

In 1977 the federal government abandoned cost-sharing in health and education (although not in welfare), and instead simply gave the provinces a per capita grant whose growth was linked to the GNP. The system of per capita grants in health and education was named the Established Programs Financing, or EPF. Under cost-sharing the federal government provided the provinces with an incentive to spend money on higher education by agreeing to pay for half of every extra dollar spent. With the end of cost-sharing that incentive was removed, and the provinces reacted predictably by cutting back sharply on the real rate of growth of university expenditures.

As a result of these provincial cutbacks, the federal share of post-secondary educational financing rose from 59 per cent in 1977-78 to 66 per cent in 1981-82. In effect, the provinces diverted some of the new federal money into other programs. In terms of the EPF legislation and philosophy, this diversion was both legal and proper: the EPF money comes to the provinces with no strings attached, and in post-secondary education there are no national standards to be maintained, as there are in the health area.

It is thus inaccurate for federal officials to assert that the provinces have violated the spirit of EPF by reducing their share of post-secondary educational expenditures. In a recent speech at St. Mary's University, Secretary of State Gerald Regan is cited as claiming that the provinces have been "cheating the system and cheating post-secondary education in the country", and that "they have diverted funds intended for post-secondary education for other purposes."

But this diversion was made possible by the abandonment of cost-sharing, which was a *federal* initiative instituted in a federal law in 1977.

If the federal government is concerned about the diversion, why did it not argue for a return to cost-sharing during the discussions on fiscal arrangements over the past year? Until the federal government re-institutes cost-sharing, or some other funding arrangement which recognizes differences in provincial fiscal efforts, it must share the responsibility for the diversion of funds away from universities.

On February 4, 1982, at the Economic Summit of First Ministers in Ottawa, Prime Minister Trudeau announced a new federal proposal on EPF which would increase federal funding for post-secondary education by about 12 per cent over each of the next two years, in exchange for a commitment from the provinces to increase their spending at a similar rate. While this proposal will appeal to the universities, it is actually a poor substitute for cost-sharing, because it forces the provinces to increase their spending by a minimum amount (i.e., 12 per cent), which some may be unable or unwilling to do. Thus it will be extremely difficult to win the support of all provinces for the federal proposal. One of the advantages of cost-sharing is that it allows the provinces to set their own expenditure levels, in light of the federal incentive of a 50¢ refund on every dollar spent.

The economic justification for cost-sharing is that higher education has a national dimension. University graduates migrate between provinces, and the benefits of university research in one province are often freely available in the others. These "spillover effects", as they are called, mean that in the absence of a federal incentive like cost-sharing, spending on universities may be inefficiently low.

Two common arguments against cost-sharing are that it makes federal expenditures dependent on provincial decisions, and that it would result in a large decline in federal funds, which currently account for well over one-half of eligible post-secondary expenditures. Both objections assume that the cost-sharing ratio of federal support to total expenditures must be rigidly set at one-half, which is simply not the case.

The federal government could link its total expenditures on post-secondary education to the GNP, as it did during the period 1977-82, but distribute the money in proportion to eligible expenditures in each of the provinces. The federal share of total expenditures would then begin at more than one-half, and would vary from year to year according to the relative growth of the GNP and total post-secondary expenditures. Such a formula would encourage provincial spending, while reducing the federal government's uncertainty about its own expenditures.

An immediate return to cost-sharing would impose great difficulties on those provinces in which the growth of expenditures on post-secondary education has fallen behind the national average since 1977. To give these provinces some time to adjust to the new regime, cost-sharing might be phased in over two or three years. If special help were thought necessary for low income provinces, an appropriate response would be an increase in equalization payments.

Taking the usual quinquennial perspective on fiscal arrangements, I would thus propose that federal funding over the next five years be guided by the following two principles:

☐**Amount of federal funding:** the total federal transfer to provincial governments for post-secondary education should be fully indexed to the growth of the gross national product for the period 1982-87.

☐**Distribution of federal funding:** the federal funds defined under the above should be distributed among the provinces in the following manner:

a. in 1982-83, according to the existing EPF formula;
b. in 1983-84, half according to the EPF formula, and half in proportion to provincial government expenditures on post-secondary education;
c. in 1984-85 and thereafter, in proportion to provincial government expenditures on post-secondary education.

The second principle would introduce, over a three-year period, our modified form of cost-sharing, in which the federal share of total expenditures would begin at more than one-half.

Principal David Johnston of McGill made a somewhat similar proposal last June to the Parliamentary Task Force on Federal-Provincial Fiscal Arrangements, suggesting that federal funds for post-secondary education be linked to an appropriate price index and distributed among the provinces according to the number of students registered in each province. The Canadian Association of University Teachers objected to the abandonment of cost-sharing in 1976 and has sharply criticized the diversion of federal funds away from post-secondary education made possible by the EPF system of per capita grants. Our conclusion on federal funding should by now be clear: if the quality and accessibility of university education are to be maintained, an adequate total of federal funds should be apportioned according to provincial effort, either through cost-sharing or some similar arrangement.

Last month the Parliament of Canada

Professor Davenport is with the Department of Economics at McGill University, and wrote the article while he was External Vice-President, McGill Association of University Teachers. The article is a revised version of an address to the Federal-Provincial Symposium, Where Do We Go From Here? *sponsored by the McGill Program Board, January 18, 1982.*

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passed Bill C-97, which amends the Federal-Provincial Fiscal Arrangements and Established Programs Financing Act, 1977. Unfortunately, the amended Act will continue the federal transfers for post-secondary education on a per capita basis with no strings attached, and thus the provinces are free to continue cutting expenditures on universities and diverting the federal funds elsewhere. While the Act covers the period 1982-87, the federal government retains the option of reducing the transfers for post-secondary education if its demands for more co-operative planning are not met.

In a document tabled with the federal budget last November, Finance Minister Allan MacEachen declared that better federal-provincial "co-ordination of higher education" was necessary to match the skills acquired at university with labour market demands, and added the ominous warning "should no satisfactory progress be made by March 31, 1983, the government could freeze future per capita EPF cash transfers for post-secondary education at the 1982-83 level." Herb Breau, chairman of the Parliamentary Task Force on Fiscal Arrangements which reported last August, issued a similar warning in an interview in the *CAUT Bulletin* of last month.

Money is not, then, the only obstacle to a federal-provincial agreement on post-secondary education. Political issues, including that of jurisdiction, are equally important. The federal proposal presented by the Prime Minister to the February Economic Summit would commit the provinces to discussing ways of achieving several federal objectives in post-secondary education, including the mobility of students and faculty; accessibility to higher education; financial accountability; the promotion of education in minority official languages; and "co-operative planning", the latter involving "agreement to joint federal and provincial planning for the implementation of means to achieve national objectives in post-secondary education and training."

The Government of Québec has reacted strongly against the federal proposal, and particularly the notion of joint planning, as an unwarranted intrusion into ao area of provincial jurisdiction. There seems to be little hope of agreemeot on the federal proposal as it now stands. Just three weeks after making the new federal proposal, Prime Minister Trudeau expressed discouragement at the lack of progress on fiscal arrangements: "I thought we could build a strong Canada through co-operation, but I have been disillusioned."

This impasse could produce disastrous consequences for Canada's universities to the detriment of the real interests of both the federal and provincial governments. As an alternative to the federal proposal, I would add three principles to the two listed above, which might serve as the basis for an agreement between the two levels of government. The principles concern jurisdiction, federal objectives, and co-operation:

☐**Provincial jurisdiction:** the administration of post-secondary education is a matter of provincial jurisdiction, and should continue to be so.

☐**Federal objectives:** the federal government should attempt to achieve its objectives in post-secondary education in ways which do not interfere significantly with provincial jurisdiction; for example, by increasing federal research grants and student support in areas of particular federal concern.

☐**Federal-provincial co-operation:** the responsible federal and provincial ministers should agree to meet regularly to exchange information on post-secondary education, with a view to increasing the quality of education and the efficiency of resource utilization in higher education.

These three principles suppose that in the ease of higher education the federal government has legitimate objectives in an area of provincial jurisdiction, and hence some form of co-operation is desirable and mutually beneficial. The obvious forum for such co-operation would be meetings of the Council of Ministers of Education and the Secretary of State.

It should be evident that with regard to the funding of post-secondary education, the Fiscal Arrangements Act of 1982 should not be taken as the last word for the next five years. Any federal-provincial negotiations on post-secondary education over the next year or two should consider not only jurisdiction and co-operation, but also ways of ending the serious underfunding which is now sapping the strength of our university system.

This latter goal requires that the federal government seek ways to ensure that its transfers to the provinces actually stimulate provincial spending on post-secondary education, rather than simply being passed on into other programs. A simple and effective means of ensuring that federal funds for post-secondary education have this stimulative effect would be a return to cost-sharing along the lines set out above.

••"Real" expenditures refer to nominal expenditures divided by the Consumer Price Index. Sources for national statistics in this article may be found in Paul Davenport, "Federal Funding of University Education", in D.M. Nowlan and R. Bellaire, *Financing Canadian Universities: For Whom and By Whom?* (Toronto, OISE Press, 1981).

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One of the worst examples occurred some years ago on a CBC program dealing with cancer research. The contributions of serious scientific workers, such as several colleagues from the Ontario Cancer Institute, were spliced into segments dealing with laetrile and the supposed conspiracy of the medical profession to prevent cancer patients from having access to it.

The problem of juxtaposition of science and pseudo-science on television also exists in France. In September 1980 *Le Monde* carried two indignant articles on this subject by François Jacob, the biologist, and Jean-Claude Pecker, the astro-physicist. Embarrassment of this kind knows no national boundaries. Incidentally, I am not against programs debunking science and giving sympathetic treatment to laetrile, quack medicine, unidentified flying objects, and Worlds in Collision. But I do object to the inclusion of this material in programs dealing with serious science. Scientists in fields such as health, environment and energy should be aware of these dangers before they agree to take part.

Notwithstanding such unhappy experiences, I would urge other scientists to involve themselves in activities of this sort, particularly in radio and TV science "spots" in popular local programs. By and large, I had great fun (I refrain from mentioning my five minutes on the Dow's Lake Monster that attracted considerable serious comment when broadcast on 1 April 1977; the date was no deterrent to those who wished to believe) and probably did some good.

•It is of some interest that Suzuki's efforts in this domain, although obviously of great importance to the Canadian public's comprehension and appreciation of science and technology, were not always so sympathetically comprehended and appreciated by certain of his colleagues at the University of British Columbia; this is one of the non-trivial perils of the popularizer.

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could encourage *independent* research along certain lines with the hope that some of that research would provide insights that would be useful to policy decisions.

The *basic* question that we would like to have answered concerning the introduction of the Young Offenders Act is: "How does law affect behaviour?" This time we are interested in the behaviour of judges, probation officers, police and others who work with juveniles. After many years of failing to explain the behaviour of the juvenile delinquents, even government agencies are realistic enough to know that a contract asking a researcher to conduct a study that would "tell us how to prevent delinquency" would be doomed to failure.

It is interesting, however, that we are sophisticated enough to know that one "target" for applied research, explaining delinquency, is elusive, but we still remain naive enough to think we can explain dynamic changes in the juvenile justice system in a straightforward manner. The *questions* are clearly worthwhile, but as in so many applied research projects, the issues are complex and cannot bc answered in a direct, mechanical manner.

By contrast, the contingency strategy would acknowledge the unlikelihood of clear findings and might encourage several modest studies from different perspectives. As insights developed, new directions might be warranted, and unprofitable avenues could be abandoned. The rigidity created by the auditor model makes it difficult to abandon a strategy that goes sour to shift to more promising areas as they are discovered.

Another disadvantage of the present auditor model is that it encourages scholars to work for money instead of for knowledge. The point here is not nobility vs. selfishness, but simply rewards. Despite the imperfections of the publishing game, the payoff most scholars get comes when the work is recognized by others. For the contract researcher, the reward is mainly in the fee. The high financial rewards to academics who deal with politically motivated questions while under-rewarding sustained basic research not only wastes scarce resources but could also encourage research yes-men. Especially in applied social science research, society needs specialists who talk back, who question strategies.

One might ask if the Solicitor General of Canada, and parallel provincial departments across Canada, support an auditor model mentality which influences knowledge gathering. This pattern may·be pervasive in governments and might have a profound impact on Canadian research in general. At present the Research Division of the Solicitor General of Canada devotes almost all of its research funds to contract work.

An alternate strategy might provide a much greater variety of research activities for less cost. Since many of the employees of the research division of the Solicitor General of Canada have been trained in research, it might be beneficial if they conducted more research on their own, possibly in collaboration with individuals outside of their department. In England, the Home Office has used that strategy to produce some excellent criminological research.

By adopting a more flexible funding strategy, such as the one used by the Social Sciences and Humanities Research Council, one might reap the benefits of a contingency model of distributing funds. Agencies interested in applied research could provide modest inducements to keep practical questions in mind. The "strategic" grant could be such an inducement when certain goals are sought, but the contingency model provides flexibility, including the possibility of questioning the goal itself. In other words, my concern is not with targeted research but with the loss of creativity that comes with the shift from the contingency to the auditor model.

The expectation that large financial rewards will yield quick answers to policy issues is a vain hope. While there is an understandable concern on the part of governments to occasionally encourage researchers to shift their efforts to certain topics, even contracts awarded to consulting firms might achieve more if they used the contingency model. A greater emphasis on creativity might be more productive than the present obsession with·a report that is large and that adheres to an unimaginative set of tasks.

I am clearly biased in favour of university research, but there is good reason to believe that academia is compatible with the sort of strategy illustrated by the contingency model. University researchers are highly individualistic and resist direction from above. This makes them· difficult to discipline in the short run but may increase the likelihood of their discovering something worthwhile in the long run. Governments that resist putting money into such "undirected" or "untargeted" research operations, thinking they can achieve solutions to practical problems by a more direct funding strategy, may be ignoring the most important element of any research, basic or applied: researchers need to follow leads when they appear and abandon others that seem unpromising without adjusting such decisions to some predetermined direction from above.

Governments can provide support for the knowledge generating business, but they delude themselves if they think that anyone or any agency is capable of predicting the nature of findings in advance in *either* basic or applied areas of research.

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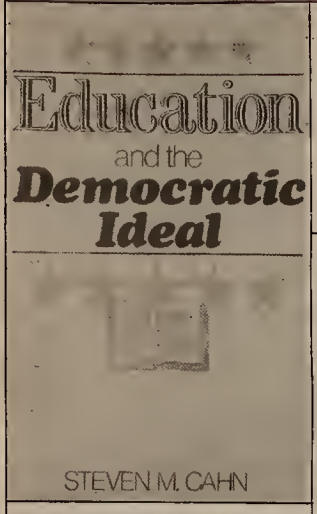

Education and the Democratic Ideal, Steven M. Cahn, Nelson-Hall Inc., Publishers, 111 North Canal St., Chicago, Ill., 60606 U.S.A.

Democracy needs higher education to survive

by Walt Stein

Several years ago, I re-read James B. Conant's brief and brilliant essay *Modern Science and Modern Man*. The book embarrassed me, for it reminded me of matters I should never have forgotten.

Many will respond to Stephen Cahn's *Education and the Democratic Ideal* in the same way. In just over one-hundred pages of clear and plain prose, Cahn summons the professoriat to remember that both teaching and learning are deadly serious pursuits that carry responsibilities and — along with the joy of knowledge — the pain of effort and failure.

Many social scientists will doubtless reject the essay because it lacks empirical data and speaks plainly; when Cahn uses the word "relate," he means narrate or recount. Faded survivors of the sixties will certainly object to Cahn's emphasis upon excellence. This educational philosopher comfortably asserts that students who do poor work — even if they *try very, very,* hard — are damaging their college and their classmates, and "for the benefit of all concerned, should be asked to leave." (51). Indeed, professional antielitists and college administrators may find their sole collegial bond of affection in common dislike of this book. Nothing Cahn says, in the final analysis, will increase enrollments, grants, or basic income units.

Nevertheless, this charming and taut little book, essentially an outgrowth of Cahn's weightier *The Eclipse of Excellence,* provides a strong antidote for the uncertainty and distress that grips so many university professors in the aftermath of the burnt-over seventies. Cahn deals with concepts common to most discussions of higher education: democracy; evaluation; merit, excellence and tenure as they apply to students and faculty alike. Where he differs from most scholars who pursue these subjects is in his ruthless and pragmatic recognition that educational methods are inseparable from the larger goals and purposes of an educational system.

Cahn agrees with the most enthusiastic purveyors of open education and "lifelong learning" that democracy cannot survive without higher education for its citizenry. After all, common sense dictates that informed voters are more likely than ignorant ones to survive error and avoid thoughtless passion. But, Cahn warns on virtually every page, a place in the queue at an academic supermarket where uninformed consumers purchase curricular "junk food" solely on the basis of personal taste hardly passes for the sort of education a democracy requires.

The burden of higher education, especially at the undergraduate level, Cahn asserts, must be to assess far more carefully the role of curriculum and standards. Students come to university to learn *something* and the faculty must ensure that what they learn befits an educated citizenry. Hence, Cahn unsurprisingly promotes liberal education and distribution requirements not unlike those recently adopted at Harvard College: in addition to basic literary and mathematical knowledge, students must become familiar with the explanation forms of science and history; literature and a second language will bring intellectual perspective; and perhaps most important, philosophy and values are imperative to the education of a virtuous and — in the atmosphere of the eighties it takes 'courage even to use the word — a wise person.

Nor does Cahn deny the importance of vocational education in a liberal college. He simply redefines the term to exclude narrow job-training:

> "Animals (he writes) are broken in and trained; human beings ought to be enlightened and educated. An individual ignorant of the aims of his actions is unable to adjust in the face of changing conditions and is thus stymied by a world of flux." (11).

Curricular reform is not enough. Cahn is equally concerned lest the continuing hegemony of the therapeutic mentalité permanently blind the professoriat to the obvious fact that Euclid affirmed when he told a student: "There is no royal road to geometry." Part of the learning process itself is the recognition that becoming an educated person is a "difficult, demanding entreprise" whose success depends upon the skills and committment of student and teacher alike. And, if some succeed, others perforce fail. A university in a democratic society must not deal in notions of superiority; but it will decay if it ignores merit and excellence, and fails to reward them.

Cahn deals with other, equally important, matters such as grading standards, the role of examinations, tenure and academic freedom — in short, with all the issues that ought to bedevil college teachers in a time of change and stress. Doubtless, Cahn's points have all been made before. He deals in what Carl Lotus Becker once called "Generalities that still glitter." Nonetheless, his essay deserves to be read, if only for its ability to remind universities and their faculty of ideas and beliefs that until recently were axiomatic.

In any event, the greater this volume's distribution, the more likely that a copy of it will find its way to Lloyd Axworthy and Allan MacEachen. That, I believe, is a consummation devoutly to be wished.

Professor Stein is Chairman of the Department of History at the University of Winnipeg.

Towards a Constitutional Chartar for Canada by Albert S. Abel, University of Toronto Press, 1980, pp. 105.

Provokes thought on future of Canadian federalism

by Agar Adamson

Prior to his death, Professor Albert S. Abel of the University of Toronto Law School was drafting a new constitutional charter for Canada. Albert Abel was one of this country's foremost professors of Constitutional law, thus it is a tragedy for the nation that he was unable to complete the task he had set for himself. However, we do have five chapters of Abel's manuscript available to us in this short book.

At the outset, one must make it clear that the charter referred to in the title has nothing to do with the Charter of Rights which has been in the public eye of late and is an integral part of the *Canada Act* (1982). Abel uses the term "charter" in the sense of a federal constitutional charter. His main concerns are economic, as his chapter headings would indicate. They are:

- ☐General principles and primary assumptions.
- ☐The provincial residuary powers.
- ☐Taxation.
- ☐Spending: scope of the spending power; and
- ☐Spending: The Canadian Equalization Fund and Council.

The usefulness of this book has not been impugned by the patriation debate of the past few years. In fact the reverse is true. Now that we have an amending formula and a Charter of Rights, we can turn our attention to the serious problems of taxation and the spending power which are presently besetting Canadian federalism.

The objective of the book is as Abel wrote, "...to induce a fresh look. It proposes a new model..." Unlike some constitutional lawyers, Abel is cognizant and sympathetic to the views of W.S. Livingston as expressed in the first chapter of *Federalism and Constitutional Change* (Clarendon Press, 1956). Abel writes,

> ...constitutions must be cut to the measure and styled to the taste of the wearers. That differs from society to society, reflecting the material and cultural milieu. On the world scene, a realization seems to be growing that what suits some may not suit others. Domestically, little attention has been given to distinctive conditioning circumstances. The structuring of an acceptable and viable constitution depends rather on what Canada is like than on what one personally would like.

One wonders if the constitutional gladiators of the past two years ever considered this latter point?

Abel stresses three conditions which are essential for any Canadian constitution. These are: one, that the federal government must have enough power to command respect from the international economic community; two, a distinctive sense of identity of the region; and three, the elimination of economically depressed regions of the country. In his research the author has examined other contemporary federal systems, especially Australia and the United States.

With respect to the provincial power, Abel proposes:

> Each provincial legislature may make laws operative within the province as to anything not assigned by section ( ) to parliament. This power extends but is not limited to laws dealing with
> 1. The constitution of the province.
> 2. Municipal and local authorities.
> 3. The raising of money by any mode or system of taxation.
> 4. Civil and criminal law and procedure without prejudice to the power of parliament to provide for carrying out measures enacted in the exercise of powers given it by this Constitution.

Perhaps the most important aspect here is item three, which would remove from the provinces the restriction of direct taxation within the province as found in section 92(2) of the B.N.A. Act (1867). The other important change would be the granting of residual powers to the provinces. One might quarrel with this latter proposal. For example, what would have happened if the Supreme Court of Canada had decided to give the constitutional control over air traffic to the provinces? If Canadians are to have a uniformity of service and equal opportunity no matter where they reside, then perhaps it would be best if the residual powers were domiciled in Ottawa.

In so far as taxation is concerned, Abel proposes:

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BOOKS.LIVRES

Academic chairpersons: the new middle management

by James B. Hartman

Chairing the Academic Department: Leadership Among Peers. Allan Tucker, Washington, D.C.: American Council on Education, 1981. 307 pp.

The use of the term "management" within universities — outside the confines of central administration offices and departments of administrative studies — is calculated to generate feelings of uneasiness in faculty members. The systems of supervision and control practiced in industrial corporations and government agencies are thought to be quite incompatible with the academic values of professional independence, creativity, and flexibility that govern the familiar teaching, research, and service activities. Similarly, department chairpersons — themselves chosen from faculty ranks chiefly on the basis of scholarly qualifications — would likely react with irritation or amusement to being classified as "middle management," with its accompanying corporate overtones.

However, the realities of inflation, economic instability, steady-state or diminishing resources, declining enrollment, budgetary restrictions, and demands for increased accountability require closer attention to planning, organizing, and controlling the affairs of the academic department. In these uncertain times, those responsible for carrying out the functions of basic academic units must develop an understanding of these management techniques, along with certain interpersonal skills needed to implement them.

This book, which evolved from a Kellogg Foundation-supported departmental leadership program sponsored by the American Council on Education and directed by the author, undertakes the application of management processes (although they are not called that) to selected departmental problems, issues, and concerns in a manner consonant with academic collegiality and participative decision-making. Its content includes the chairperson's roles, leadership styles, and delegation of responsibility to departmental committees; methods of implementing change, encouraging faculty development, conducting faculty evaluations and performance counselling; dealing with grievances (in both unionized and non-unionized contexts) and other types of internal conflict; departmental goals and action plans; budgeting systems; assigning and reporting faculty activities; and other general matters related to the management of time, people, and money. Discussions are supported by examples, case studies, questions and exercises, and relevant bibliographical references.

Department chairpersons in Canadian and American universities, whether elected by their colleagues or appointed by deans in consultation with faculty, seldom come to their positions with any prior administrative experience. Until recently, they have experienced few opportunities, in terms of national or regional workshops, to prepare themselves for their increasingly complex roles of departmental governors, instructional supervisors, facilitators of faculty and student affairs, external communicators, budget monitors, chief planners, and office managers.

Paradoxically, the department chairperson is a leader without undisputed authority: both manager and colleague, captain and soldier, foreman and worker, boss and drudge. Idiosyncratic leadership styles, light-heartedly portrayed through analogies between department chairpersons and their feudal equivalents of the robber baron, the yeoman farmer, the gentleman adventurer, the honest burgher, the king's man, and the boy ruler (Caplow and McGee, *The Academic Marketplace)* or their corporate counterparts of the spectator, the technician, the jungle fighter, and the gamesman (Maccoby, *The Gamesman),* likely will be supplanted by more flexible and effective styles adapted to the changing circumstances of growing and maturing departments.

The assertion that change is society's only constant is becoming an outworn truism. Nevertheless, the problems of dealing constructively with change in departmental goals, curriculum, and research and service activities, often in the face of institutional inertia and faculty conservatism, is one of the chairpersoo's most demanding challenges, requiring significant abilities in communication, motivation, and calculated risk-taking. These necessary skills can be supplemented by an understanding of specific intervention techniques, exercised in a climate of participative departmental decision-making.

Since change frequently is accompanied by conflict, an understanding of the processes of conflict and management (reducing conflict to problem solving activity) will prove useful to chairpersons who are unaware of the extensive sociological and psychological research on this topic. While faculty-administration conflict can take place within or outside the context of collective bargaining, the recent trend is for formal grievance procedures to be written into faculty handbooks and negotiated union contracts. Many potential grievances can be prevented by closer attention to the details of formal evaluations and to the transmission of administrative rules and directives by chairpersons to their colleagues on the departmental level. These activities eventually may shift the chairperson's position upwards in the management bureaucracy.

In a period of low mobility of an aging tenured professoriate, the chairperson's most important function may be the growth and development of faculty. While the past two decades have seen greater attention paid to the quality of university teaching, futurist thinkers advocate educational reforms appropriate to the increased pace of social and technological change in the emerging postindustrial age. Whether older adult learners, the new clientele of higher education, will fill the gap left by diminishing numbers of younger students remains to be seen. In the author's opinion, "The major question facing higher education today may well be, To what extent can faculty members learn to relate effectively to the learning needs, styles, and personal attributes of adult students, a potential clientele larger than the total number of persons now enrolled in the education system, from kindergarten through graduate school?"

Anyone who has served on promotion or tenure committees will appreciate the difficulty of interpreting the inherently vague criteria used in determining faculty merit: what constitutes satisfactory teaching, research, and service, in both quantitative and qualitative terms? In the underdeveloped area of faculty evaluation, the need for greater objectivity can be satisfied by linking explicit workload assignments to observable activities and outcomes. Although there are a number of complicated, highly quantitative systems available for comparative performance ratings, qualitative judgments, in the last analysis, are coloured by divergent human opinions, perceptions, and values.

Nevertheless, faculty members may prefer more formal evaluations based on specific criteria to the often arbitrary and paternalistic judgments of department chairpersons. Apart from outright incompetence and diminished mental or physical ability, problems of unsatisfactory

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Faculty Vacancies

Athabasca University specializes in distance education involving a variety of media including print, telephone, audio tape, and television. By providing both credit courses for undergraduate degrees, and non-credit courses, Athabasca University serves adult students who cannot or do not wish to attend a conventional university.

The University has been expanding its programmes, and expects to have the following academic positions available for the academic year 1982-83 (subject to budgetary approval):

Sciences:

- Course Co-ordinator, Mathematics (tenure track)
- Course Co-ordinator, Chemistry (tenure track)

Social Sciences:

- Course Co-ordinator, Economics (tenure track)
- Course Co-ordinator, Geology/Physical Geography (tenure track)
- Course Co-ordinator, Women's Studies/Social History (two year term)

Humanities:

- Course Co-ordinator, Philosophy (two year term)

Responsibilities: Course Co-ordinators are expected to participate as part of a team in the planning, production and delivery of home-study courses.

Qualifications: Ph.D. in appropriate discipline. Experience in distance or adult education would be an asset.

Salary Range: $26,136 to $35,724 per annum (1981-82 scale). Excellent benefit package.

The central offices of the University will be relocated to the Town of Athabasca. All positions are subject to relocation which is planned to be completed by December 31, 1984.

Preference will be given to Canadian Citizens and Landed Immigrants.

Appropriately qualified persons are encouraged to submit a résumé to:

Co-ordinator, Personnel Services
12352-149 Street
Edmonton, Alberta
T5V 1G9

For further information please call (403) 452-9990 (collect).

This competition will remain open until suitable candidates are found.

Athabasca University

Roll call of lost causes

by John Donini

Proceedings of the U.S. Student Pugwash Conference, University of California, San Diego, June 19-26, 1979.

This book constitutes a valid attempt towards increasing the cause of the SALT II treaty. In view of later developments, notably the complete scrapping of SALT II, this issue is now of historic interest only. Indeed this might be the general weakness of the book since the conference was based on many topical aspects which are now known to be far less controversial than first thought. The two articles on recombinant DNA research are good examples.

Other examples of the problems generated by dealing with extremely fashionable and current topics is the article on "Scientists as Lobbyists", which deserves how the B-I bomber was "scrapped". All of this must have been terribly heady stuff in 1979, but now it reads as a roll call of lost causes.

Still I would recommend the book, notwithstanding its faults, because of the message of concern it carries. One can only hope that, in future, books will appear about the ethical responsibilities of scientists which will be more lasting and less politically partisan than this one.

Professor Donini is with the Department of Chemistry at St. Francis Xavier University.

BOOKS.LIVRES

Many questions unanswered

by Victor Catano

The Scientific Publication System in Social Science by Duncan Lindsey. San Francisco: Jossey-Bass Publishers, 1978. Pp. 169.

Duncan Lindsey is forthright in stating his motivation for writing this book. He is concerned that the existing scientific publication system not only deals inadequately with articles that are submitted for review but that the system may also inhibit a spirit of critical questioning that he deems to be essential to the furtherance of human understanding and to the growth of knowledge. Presumably, Lindsey has formulated these views from his experience as a contributor to journals in psychology, sociology and social work, together with his service as a journal founder and editor.

It is, perhaps, not an exaggeration to claim that almost every academic has heard of some atrocity committed by a journal editor or reviewer. However, only when the academic's own manuscript is involved are complaints of inequity and unfairness raised from the category of sour grapes to the level of vintage wine. Most academics accept their own superiority to that of the journal editor, but the rules of the game discourage the author from questioning the editor's decision. Instead, the rejected article is repackaged and sent off to another journal where the reviewers will, hopefully, be more understanding of the author's brilliance. With persistence, most half-decent (and some decent) articles will find a home. These are first lessons learned by any graduate student who wishes to survive in Academe. Occasionally, a recalcitrant demands justice and is determined enough to take on the establishment.

Recently, the scientific world was scandalized when a junior medical researcher succeeded in demonstrating that parts of her rejected manuscript were incorporated into an article published by people who had reviewed and recommended rejection of her manuscript. Subsequently, the article that plagiarized her work, along with several others that could not be supported by actual data, were retracted from prestigious journals.

How serious and extensive are the shortcomings of the scientific publication system? What happens to a paper when it arrives at the editor's office? Who are the people who judge the paper? What are their qualifications? What do they look for? How accurate and fair is the review process? How can the review process be made less biased and less time-consuming? These are some of the questions that Lindsey addresses in an attempt to make social scientists more aware of the scientific publication system and its significance to their careers. To do so, he relies extensively on work already done by others on these topics. As well, he reports his own research which systematically evaluates representative journals from the fields of psychology, sociology and social work.

The strength of the book lies in its summary of the existing findings from the developing area of sociology of science. Lindsey has brought together a variety of data from different sources which reflects his interdisciplinary background (he obtained a doctorate in sociology, psychiatry and social work from Northwestern University). In particular, his chapter on publication review proceedings and recommendations for reform is an excellent synthesis of available information coupled with several new ideas for dealing with editorial bias and establishing an author appeal system.

The heart of this book is contained in the five chapters that present Lindsey's original research. One of Lindsey's objectives was to produce a work that would contribute to the sociology of science. It is on this basis that the book must be judged. Lindsey's plan was to examine the normative criteria editors used in assessing manuscripts submitted for publication. He planned to match the criteria the editors reported using with the criteria that actually operated. Because of the secrecy and confidentiality of the review process, he could not objectively determine the latter point.

In its place, Lindsey undertook an examination of the people who influenced editorial decisions for a selected group of journals. He collected data on the productivity and scholarship of editorial board members to determine if those editors were characterized by distinction and expertise in their fields. Recognizing that journals add prestigious names to their editorial boards for "window dressing", through guarantees of little editorial duties, Lindsey also sought to assess the relationship between editorial influence or power and scientific achievement.

Finally, he compared the products of the editorial review process — the journal articles themselves — on objective dimensions as article length, number of co-authors, number of citations, etc. (In an epilogue to the book, Lindsey presents a short discussion on the difficulty of assessing quality in science). On the whole, while the data presented is interesting, the research that produced it is characterized by over-generalizations and methodological shortcomings to such an extent that its contribution to the sociology of science must be judged as marginal.

Lindsey obtained his data from a sample of editors of seven journals in Social Work, six in Sociology, and five in Psychology. The Social Work sample was, in fact, the population since it "included every known national social work journal." The number of Social Work journals in the study was used to determine the size of the Sociology and Psychology samples (Lindsey never explains why he did not choose a number of journals for the other disciplines equal to that for Social Work). To obtain the Sociology sample, "six sociology journals were randomly selected from the first 25 American Sociology journals (in an empirical) listing of the 63 major journals of the profession". In Psychology, however, "from the American Psychological Association's listing of sponsored journals, five psychology journals were randomly selected."

Every scientist, particularly those in social science, learns the dangers inherent in making inferences from a sample to a target population. Drawing the sample randomly from the population helps to ensure the validity of the findings beyond the immediate study. While the book is subtitled "A Study of the Operation of Leading Professional Journals in Psychology, Sociology, and Social Work", reference is made throughout to "social science" and the "social science publication system." At most, Lindsey should have cautiously generalized to the accessible population of all psychology, sociology and social work journals; instead, he willingly extrapolated beyond his sample to the realm of social science. Lindsey's intent was clearly to talk about the social science publication system. It is debatable whether anthropologists, geographers, economists, political scientists, management scientists and other "social scientists" will find Lindsey's results applicable to their publication systems.

Lindsey is guilty of overgeneralizing another point. The American journals under review, particularly in sociology and psychology, have made substantial contributions to their disciplines; however, they are not representative of these disciplines, let alone all of "social science". Inclusion of journals published outside the

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Queen's University

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How to manage part-time faculty

by Al Hunter

Employing Part-Time Faculty. New Directions for Institutional Research Series No. 18. Edited by David W. Leslie. Jossey-Bass Publishers.

The management of the part-time faculty resource presents a problem for nearly every institution of higher learning in North America.

The sessional instructor is used to fill in for deficiencies in expertise in specific courses. For example, an Egyptologist leaves an institution and qualified replacements for his position are not only rare but well situated in tenured positions elsewhere. However, with any sizable community there will exist a number of citizens with a surprising knowledge in such an esoteric area, and one can usually be recruited to fill in on short notice.

Or, the budget is not keeping pace with inflation and enrolments are up. The extra section can be staffed by (a) a young graduate, (b) a retired professor, (c) a married expert in the area, or any one of many possible sources of part-time academic help.

These two situations demonstrate the primary reasons for the employment of sessionals, although they can be part of a planned long term staffing program.

Employing Part-Time Faculty is part of a useful series from the Jossey-Bass stable of institutional books designed to address the problems in managing sessional instructors.

Current data on part-time faculty is hampered by lack of uniformity in reporting and trends are hazardous to predict. What is certain is that these faculty members will remain a major factor of higher education in the future. At a time when the concept of tenure seems to be eroding, the sessional instructor is finding it easier under the court system to secure tenure. This is one of the many facts of which any supervisor of part-time staff should be well aware.

The book also addresses questions of recruiting and the maintenance of academic standards. It details the relationship of salary scales for part-time staff to those for full-time academics. If those for sessionals are too low, the situation will result in exploitation and tend to reduce the number of full-time appointments at the potential cost of dilution of quality. If they are too high, it will be at the cost of fair remuneration to full-time staff and a decline in other resource sub-systems.

The book also offers advice on utilization of new PhDs and phased in early retirement.

Employing Part-time Faculty will be a useful addition to the bookshelf of anyone concerned with the management of part-time faculty.

Professor Hunter is with the Department of Management Arts at The University of Lethbridge.

Prisoners, politicians and the public

by Rick Linden

Barred from Prison: A Personal Account by Claire Culhane. Vancouver: Pulp Press, 1979.

Claire Culhane is one of a very small number of people in Canada with a commitment to the cause of prisoners' rights. She has used her book as a vehicle to bring prisoners' issues to the attention of the public. *Barred From Prison* is an account of events surrounding the 1976 riot in British Columbia Penitentiary in which the East Wing of the institution was destroyed by inmates. However, Culhane's intention is not just to document this particular incident but also to condemn the conditions which cause inmates to get involved in such actions.

As a member of the Citizens Advisory Committee which was involved in negotiations during the riot and hostage taking, Culhane was directly involved in the events discussed in the book. The first demand made by the inmates who took over the institution was that the Citizens Advisory Committee be called in as observers to reduce the possibility of a repetition of an earlier hostage taking in which a Classification Officer was killed and a prisoner wounded by guards who were attempting to end the incident. As one who was known to be sympathetic to the cause of the inmates, Culhane had close contact with the Inmate Committee and is able to describe events from their point of view.

The riot was one of a long series of violent events that had taken place in B.C. Penitentiary during the previous five years. The institution was almost one hundred years old, was ill-equipped to offer any programs to inmates, and was at times seriously overcrowded. In the six months prior to the riot, there had been two hostage takings, one attempted hostage taking, and six inmate deaths in the institution.

While the immediate causes of the incident are not entirely clear, Culhane feels that it was the result of pressure being applied by the guards' union which was resisting the implementation of more community programs by the administration and which was in the process of negotiating a new contract. One tactic which they used was a refusal to work overtime which led to more lock-up time for the inmates. The inmates also felt that the guards were trying to provoke a confrontation in order to build public sympathy during their contract negotiations. According to Culhane the inmates initiated a hostage taking in order to halt the unrest which was building in the prison and to bring in the Citizens Advisory Committee to mediate the confrontation. After three days, the incident was ended with a Memorandum of Agreement being signed between inmates and the Penitentiary Service.

While many of the conditions of the agreement were not kept by the Penitentiary Service, the incident did lead to the establishment of a Parliamentary Sub-Committee chaired by Mark MacGuigan which produced a report that was highly critical of many aspects of the operation of the penitentiary system including the power of the guards' union. While some positive changes did result from this report, many of the major recommendations have not been implemented even though the report received all-party support.

While the outcome of these events might be seen as at least a partial victory for the inmates in that they were able to bring their problems to the attention of the public and bring about some change in the system, some of them soon paid the price. Because many cells had been destroyed, 240 inmates were kept in a small gymnasium in the prison for almost two months while some of the damage was repaired. These inmates had no visitors, no privacy, no outside exercise, and no programs for the period of their confinement in the gym. Culhane presents excerpts from a log which prisoners kept during this period which detail the obvious problems posed by such living conditions.

In another chapter, Culhane describes the events leading to her resignation from the Citizens Advisory Committee and to her being charged with trespass and being barred from visiting prisoners in the Federal system. She takes some pleasure in the irony involved in the disposition of her trespassing charge. She was fined $25 but refused to pay. If she had been imprisoned as a result of not paying the fine, she would have had to go to the Oakalla Women's Unit — from which she had also been barred. The book concludes with discussions of several matters not directly related to the incidents at B.C. Penitentiary including problems at Oakalla Prison, a commentary on Protective Custody Units where inmates are held for their own protection, and a critique of the system for handling grievances in the penitentiary system.

While the book is often difficult to follow because the text is interrupted by dozens of stories taken from newspapers and by excerpts from reports, statements, and letters, and while Culhane does not claim to be a completely objective reporter, *Barred from Prison* is an interesting presentation of some of the worst aspects of our prison system.

There have been many improvements in the prison system over the past two decades. Inmates now have access to a wide variety of educational and vocational programs; regulations regarding visits and correspondence have been liberalized– there is now a program allowing over-night family visits for a limited number of inmates; corporal punishment has been at least officially abolished; temporary absence programs have been expanded; grievance procedures have been made more effective; Citizens Advisory Committees have been established to give inmates contact with the outside world; and so on. Many of the older penitentiaries are being phased out. After over 100 years, B.C. Penitentiary is being torn down and will be replaced by a housing complex.

Despite these changes problems still remain. While many seem to hold the view that the Canadian prison system is something like a good-quality hotel with bars, the reality is quite different. Changes have been made, but prison life is still harsh. Murder and suicide rates are high — last year four inmates were murdered in Millhaven Penitentiary during a three-month period. Three of these murders took place in five weeks in a unit holding only about one hundred men. Incidents of "slashing" in which inmates cut themselves are common. With the recent enactment of twenty-five year minimum sentences for first-degree murder, the prison system is getting an increased number of long term inmates for whom normal programs are in-

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Provokes thought . . . p. 23

Parliament may make laws as to...
4. The raising of money by any mode or system of taxation. Each provincial legislature may make laws operative within the province...dealing wtih...

5. The raising of money by any mode or system of taxation except duties on imports.
Trade commerce and intercourse among the provinces shall be absolutely free.
No lands or property belonging to Canada or to any province shall be liable to taxation.

His proposal emphasizes that taxation is for money-raising and not for regulation. However, it is often difficult to distinguish the one from the other, as Allan MacEachen demonstrated in his November 12, 1981 budget. Professor Abel's chapter on taxation is a technical analysis of the role and function of taxation. Unfortunately, it does not deal with the political reality of the situation. No one can overlook the problems of taxation in any federation for, as K. Santhanam wrote, "Of all federal problems, the financial relations between the Centre and the units are the most difficult." *(Union-State Relations in India*, 1960).

To this reviewer, the most significant of Abel's proposals are to be found in the two chapters on the spending powers. In so far as the scope of the spending powers is concerned, Abel states:

> Federal moneys may be used for carrying out laws in effectuation of the powers granted to or recognized in the federal government by this Constitution and otherwise only as directed by the Canadian Equalization Council except with the unanimous concurrence of the provinces.

However, it is his call for the establishment of the Canadian Equalization Fund and Council which is the most radical of the proposals to be found in the book, yet at the same time it may be the most practical. He proposes that:

A. There shall be a Canadian Equalization Fund administered by the Canadian Equalization Council.
B. The fund shall consist of the net proceeds of duties on import and of such federal revenues whether derived from taxation or otherwise as are in excess of expenditures in execution of federal purposes under section ( ) and of any reserve provision thereof which the council may from time to time direct.
C. There shall be a Canadian Equalization Council of one member designated by each province and one federal member. Each member shall have such qualifications and be chosen in such a manner and for such term as the jurisdiction designating the member shall by law provide. Compensation payable from the Canadian Equalization Fund shall be the same as that of a justice of the Federal Supreme Court.
D. The Council is an independent constitutional organ which and each member of which shall not act under or for any particular government.
E. The Council shall at least annually requisition for and the federal treasury transfer pursuant to requisition to the funds which are excess within the terms of subsection (B). The net proceeds of duties on imports shall be transferred to the Fund at the end of each federal fiscal year.
F. The Council shall at least annually allocate the fund among the provinces to the end that the resources of each may be such that it can provide government services at a level worthy of Canadian life and shall cause to be paid to the general revenue funds of the provinces without condition their respective allocations, provided that it may establish a contingency reserve for disasters.
G. The cost of operation of the Council including such staff as it may constitute shall be paid from the fund whose accounts shall be federally audited.

Before one jumps to any conclusions on this proposal, stop and reflect upon the point which Abel makes that every system employed to date for financial distribution has been unsatisfactory to at least one level of government, if not to both. The current discussion over EPF and the funding of post-secondary education is just one issue in a long history of federal-provincial wrangles over the spending powers and political kudos. Reflect for a moment on the distribution of seats in the House of Commons and the distribution of federal funds. The deserving poor, as he points out, "are not always the politically powerful."

What Albert Abel has proposed may not be entirely possible nor altogether practical. Certainly, it would be fought by the politicians at both levels (could it promote a sort of reverse form of national unity?) for it would weaken their power. Nevertheless, what he has shown us is that, through the concept of the Canadian Equalization Fund and Council, there is another way to handle the federal spending authority and that federal-provincial fiscal relations do not need to be conducted in the manner we all witnessed in February of this year.

This proposal may become Abel's greatest legacy to his country. There is no doubt that our political leaders are going to have to re-examine the whole question of federal-provincial fiscal relations because the current state of bickering and uncertainty cannot continue. This revolutionary proposal would be a good starting point for such a review.

One can take issue with some of the specifics in the text, but that is not the issue at hand. Rather, one should look upon this work as an attempt, and a very successful one at that, to provoke Canadians into thinking about the future of their federation.

As John B. Laskin points out in his brief but useful introduction, in 1976 Abel stated:

> There is no near prospect of anything like (these proposals) being accepted. There is an absolute certainty that something along these general lines will ultimately come to pass or Canada will dissolve. Self-preservation being as strong as instinct with politicians as with the rest of us, they will stagger along bantering patchwork solutions at each other. Even if agreement on that basis can be reached, anything short of a fundamental remodelling taking account of the needs and conditions of national life will not suffice. Those in authority will not discard familiar patterns until the very eve of a breakup. It may then be too late.

Professor Adamson is with the Department of Political Science at Acadia University.

BOOKS.LIVRES

HER AND HIS:

LANGUAGE OF EQUAL VALUE

A Report of the Status of Women Committee of the Nova Scotia Confederation of University Faculty Associations On Sexist Language and the University With Guidelines

Wendy R. Katz
1981

Copies available from the CAUT Office in Ottawa at $2.50 each.

Prisoners . . . p. 26

appropriate and who are difficult to deal with since they have no prospect of release in the forseeable future.

Many of the problems of prisons are due to the lack of public concern with the prison system. Decisions are often made on purely political grounds. For example, a new penitentiary is being built in Renous, New Brunswick. The area lacks access to many of the necessary support services which could be found closer to a major population center, and friends and relatives of inmates may have to limit their visits because of the distances which must be travelled. However, the prison will be built at Renous because it will create jobs in an economically depressed area represented by a Liberal M.P.

Another example of political interference has been with the attempts of the Penitentiary Service to set up production shops within the institutions in order to recover some of the $50,000 per year cost of keeping an inmate in prison and in order to provide inmates with meaningful work experience. In one such instance, a program in which inmates were producing playground equipment for charitable organizations was shut down when a manufacturer complained that the program was causing them to lose business. With the public either hostile or apathetic, such decisions meet with little effective resistance.

Given the difficult role and the low political priority of the prison system, a certain malaise is inevitable. The guards union typically objects to any progressive change and, as the Parliamentary Sub-Committee has noted, has been difficult to control. As a recent example, members have refused to comply with a directive ordering them to wear name tags while on duty. Faced with inmates who they can't rehabilitate and with a public which responds only to mistakes, many staff members, even at senior levels, are often just doing time.

Despite these problems, prison reform is not a popular issue. Public opinion surveys show a low level of satisfaction with the correctional system which is seen as being too soft on prisoners and as being too eager to allow dangerous criminals back on the streets on temporary absences and on parole. Community meetings and open line shows dealing with the topic of crime prevention invariably hear that the best cure for crime would be to make things tougher in penitentiaries by bringing back the lash and by eliminating many of the reforms which have taken place over the past few decades. Fearful of crime and upset by the riots and hostage-taking incidents which have occurred in prisons during the 1970's, the public has little sympathy for prison inmates.

The Parliamentary Sub-Committee observed that "it is apparent that the community is safer if the person who shares their freedom is not more dangerous when he rejoins them in life on the outside. Prisons, as they now exist, protect society only during the two, three, ten or twenty years the inmate is in there; but if the institutions are boring, oppressive and lack programs preparing the inmates for release, they come out angry, vindictive, frustrated....Many are released onto the streets directly from maximum security institutions, unadjusted, unprepared, with fear, tension and paranoia that spell danger to the community."

While the message of activists like Culhane is often met by a hostile response, her attempts to confront the public conscience represent the kind of effort that is necessary if we are to develop more humane forms of punishment that minimize these effects.

Professor Linden is with the Department of Sociology at the University of Manitoba.

Canada under scrutiny

by Mark Goldstein

The Idea of Canada and the Crisis of Community, Leslie Armour, Steel Rail Publishing, Ottawa, 1981.

Deference to Authority: the Case of Canada, Edgar Z. Friedenberg, Publishers M.E. Sharpe, Inc., White Plains, New York, 1980. Distributed in Canada by Random House of Canada, Toronto.

Leslie Armour is a professor of philosophy with extensive experience in a number of American and Canadian universities, a vigorous fighter for the recognition of Canadian philosophy and for its meaning to daily life, and an academic with an impressive publishing record. He has produced an outstanding book centred on a thematic corpus firmly grounded in a singularly Canadian *Weltonschouung*.

In *The Ideo of Conoda and the Crisis of Community*, Armour has won the unlikely bet of comprehensively dealing with the unique aspects of decentralization (Canadian style), by incontrovertibly synthesizing philosophical and sociological methods and data. All this, blended with a sure literary gift, has led to the writing of a text which will undoubtedly become prescribed reading in Departments of Philosophy and Canadian Studies.

Armour's book covers such themes as "the Paradoxes of Regionalism", "the Idea of Community and Our Divided Culture", and "Community, Politics and Pluralism."

Armour's work finds that "regionalism (is) an inevitable part of the maturing of a culture like ours" and that "regional developments are a way of escaping from involvement in the same technology", thus, "developing something more creative". This resumes and extends Frye's argument that "cultural fragmentation may be a response to the unification imposed by technology."

One of the many valid arguments and possibly the most important one our writer so cogently presents is one concerning pluralism vs. uniculturalism. He forcefully makes the point that any social aggregate oriented toward one culture is outside the scope of multiculturalism and will be able to exist only within a pluralist society.

This book makes no excuses for promoting Canadian tradition. It makes an inspired case for the realization of a national culture, "capable both of binding us together and of recognizing the discreteness of our various communities."

A meritorious beginning has been made in this direction by the Ontario Arts Council and the Canada Council both of which supported this very significant publication.

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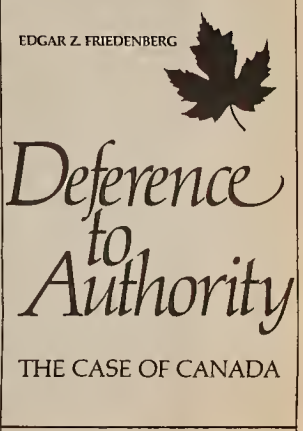
Only fifteen years ago it would have been difficult to think of sociologists publishing complete volumes based on Canadian socio-political subjects of interest, particularly in an academic climate unable at that time to breed its own sociologists. This is not the case today, as E.Z. Friedenberg's book *Deference to Authority* proves.

This volume underlines the pejorative trend of the Canadian mind, or so Friedenberg would have it, to submit to authority. While geopolitically the author is prepared to recognize the enviable position of our country, he notes the fact that there is no separation of powers under the Canadian Constitution and thus there are "no specific constitutional guarantees of human rights" or "specific safeguards to liberty whatever apart from the promise of elections at specified intervals." Of course, the author himself mentions the possibility of the book becoming obsolete in this respect, owing to subsequent events.



Friedenberg makes the point that the Canadian lawman is preoccupied by the pernicious aspects of American TV influence on young Canadians and much less, or not at all, by the fact that Canadians have *no right comparable to those of U.S. citizens*. He also underlines the extraordinary powers of search and seizure possessed by the Crown. One example stands out, namely that illegally obtained evidence may be used against the accused party "whose only remedy, even if acquitted, is a civil suit against the officers who committed the illegal search."

Further on, the author cites the apparent inability of English Canada to find the way to creative expression on the relationship of man to authority, while French Canadians, he claims, seem to be more articulate in this respect. Let us correct this perception by mentioning that a film such as *Les ordres* was only a post-mortem cinematic analysis of the situation created by the War Measures Act, which, in fact, was *unanimously* supported by Parliament.

Finally, Friedenberg's book is curiously obsolescent, very likely because of a stylistic approach which sacrifices the inherent power of the proposed inquiry to a tame documentary presentation. The author could have created interest by a skillful analysis of economic rationality in Canadian *dire stroits;* however he failed or chose not to do so.

To sum up: an unexciting, anodyne presentation of the Canadian socio-political history of the last generation.

Professor Goldstein is with the Faculty of Education at the University of Ottawa.

Many questions . . . p. 25

United States might have produced a vastly different portrait of the publication system. Such unwarranted generalizations on Lindsey's part are completely unacceptable.

Even though Lindsey's sample of journals from psychology, sociology and social work prevent references to "social science", if carried out properly some interesting comparisons of these three social science areas could have emerged. Unfortunately, the sampling technique that Lindsey used confounded the variable of "quality" or "pre-eminence" over the three disciplines from which journals were selected. There is no reason to assume that the seven Social Work journals all have the same degree of influence and impact on their discipline or that they are of uniform and exceptional quality.

On the other hand, selecting the Sociology journals from the first 25 American publications on a list of the top-rated 63 most likely has biased that sample in those that are more influential. With regard to the Psychology sample, the APA journals neither constitute the entire population (estimated to range anywhere from 400 to 1000 journals) nor the top-rated 24 American journals in psychology. (It is very convenient that Lindsey's random sample of the 14 APA sponsored journals produced the five journals that are most identifable with Psychology as a social science. One wonders at what his findings would have been if they had also included journals that emphasized psychology's natural science aspects.)

Therefore, whether the evidence of similarity or difference reflects on the three disciplines or the specific cluster of journals cannot be determined and meaningful conclusions cannot be made. What Lindsey has done in his study is the equivalent of trying to describe all citrus fruits in the world by going to Florida and sampling Premium lemons, Choice limes and Market oranges.

Consistent with Lindsey's objective to make social scientists aware of the impact of the publication system on their careers, the book has been promoted as providing "authors and potential authors with practical information about the scientific publicatioo system." Those authors who intend to use this book as a guide to getting "published" will likely perish. This is not a "How To" book. It is difficult to determine tbe "practical" significance other than arming the potential victim of a promotion or tenure committee with arguments about the shortcomings of the publication system.

It will take more substantial data than what Lindsey provides to change the publication system. With a little more effort and consideration this book could have been extremely valuable. Unfortunately, many of the questions he set out to answer still remain.

Professor Catano is with the Department of Psychology at St. Mary's University.

Academic . . . p. 24

performance can be reduced by establishing an understanding of departmental goals, equitable assignments, specific performance criteria, periodic reporting arrangements, and either formal or informal performance counselling.

In today's university, there is an intimate connection between decisions and dollars; between departmental goals, objectives, and action plans, on the one hand, and budget requests, on the other. The effective chairperson will need to conduct a periodic review of the departmental mission statement, which describes the scope and character of teaching, research, and service activities, in preparation for the translation of departmental aspirations into operational and financial terms. While the language of behavioural objectives — and its industrial counterpart, management by objectives — is unpalatable to many academics, it has proved a valuable tool for preparing effective presentations, increasing credibility, and persuading deans or external funding agencies of the soundness of departmental planning. In pursuit of diminishing dollars, chairpersons will profit by a knowledge of the appropriate applications of current budgeting systems, the features of formula financing, the language of budgeting, and various budget planning strategies, all of which are amply described in this book.

Will the demands for public accountability, which in the United States have resulted in rules concerning the formal assignment of faculty activities, tenure and promotion criteria, reasons for nonrenewal, and grievance procedures appearing in constitutions, state laws, and grant contracts, find similar expression in Canada? Not likely, considering the basic differences in the relationship of higher education systems to governments between the two countries. Nevertheless, the spread of unionization and pressures for greater efficiency and internal accountability in Canadian universities will generate corresponding outcomes for chairpersons. As recipients of more and more delegated tasks, given the complexities of running universities and the multiplication of rules and regulations governing academic activities, chairpersons undoubtedly will acquire greater opportunities for the exercise of power and authority in the future.

Despite the paperwork and other aggravations, chairing the academic department has its satisfactions. As one head put it, the only thing worse than being department chairperson is not being department chairperson. Incumbent and aspiring chairpersons alike, along with their colleagues elsewhere in the academic hierarchy, will derive much benefit from this readable and informative book.

James B. Hartman is with the Continuing Education Division at The University of Manitoba.

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Canada

TAX TIPS

Alimony, maintenance and tax

by Ethel Groffier

Separation and divorce are unhappy realities of modern society. In the emotional turmoil of the break-up, it is not surprising that the spouses pay little attention to the tax consequences of their financial arrangements. This often leads to unpleasant surprises.

The principle of the *Income Tax Act* is deceptively simple: the spouse receiving an alimentary pension (alimony or maintenance) must include it in income. The payer may deduct it from income.

As family lawyers well know, the most uncooperative husband may suddenly be interested in a reasonable settlement when he realizes that alimony payments are deductible and that in fact Revenue Canada will help him carry the burden. On the other hand, the recipient of the pension, in most cases the wife, is well advised to take into account the impact of taxes in her request for a pension.

The inclusion in the recipient's income is required and the deduction from the payer's income is allowed only if several conditions are met.

In cases of divorce, judicial separation or separation agreement, the following requirements must be satisfied:

- ☐The payments must be made pursuant to a decree or judgment of a competent tribunal or pursuant to a written agreement.
- ☐The payer must be separated from the recipient pursuant to a divorce, a judicial separation or a written separation agreement.
- ☐The parties must be living apart at the time of the payment and throughout the remainder of the year.
- ☐The payments must be for the maintenance of the recipient, the children of the marriage or both.
- ☐The payments must be in the nature of alimony or other allowance payable on a periodic basis.
- ☐They must be paid to the payer's spouse or former spouse.

In addition, the payments made for the maintenance of a spouse or a "former cohabitee" (this seems to apply only in Ontario to common law spouses as defined by the new reform of family law), may be deducted if made pursuant to an order of a competent tribunal and if the other conditions regarding the nature of the allowance, the periodicity, the necessity of living apart are met.

The interpretation of the above conditions is rather strict and restrictive. If a payment does not meet all the requirements, it is not deductible no matter how deserving the case or how harsh the decision may be.

Pursuant to an order or written agreement

There is little hesitation about the definition of a decree, judgement or order. They are all court decisions. It is clear that there must be a formal pronouncement by a court and payments voluntarily made prior to it are not deductible. On the other hand, what constitutes a written agreement has been the object of considerable litigation. It must first of all be an agreement in writing concerning the maintenance or alimony allowance. The implied agreement resulting from one spouse informing the other of the amount he is prepared to pay and the latter subsequently cashing the cheques is not enough. Nor is an exchange of letters between lawyers. The agreement must be executed by both parties. The effective date is the date the agreement has been executed by the parties and the payments made prior to that date will not be deductible.

The payments must be strictly in accordance with the court order or the written agreement. Amounts paid in excess of the amounts stipulated cannot be deducted. Similarly, a lump sum paid to obtain a release from the obligation of making monthly payments imposed by the court is not deductible.

Separation

An exchange of letters between husband and wife clearly agreeing on the amount and mode of payment was recently ruled not to suffice because it was not apparent that the spouses were "separated pursuant to a written agreement".

The Act indeed requires a written separation agreement in the absence of a court decision.

In the absence of a divorce or a judicial separation, anything less then a formal agreement, such as a mere exchange of correspondence between the parties or between their solicitors, will fail to meet the requirement. So, amounts deducted in virtue of the written agreement which does not stipulate that the parties intend to live apart will not be deductible.

It should be noted in passing that separation agreements between Quebec spouses will be accepted for tax purposes even if they are not executory in civil law.

Living apart

The Act also requires that the spouses do indeed live apart. It was held that a husband who visited his separated wife's residence frequently and kept some of his clothes there was not living apart and could not deduct the monthly payments. Payments made before the separation or after the resumption of cohabitation are not deductible.

Professor Groffier is with the Faculty of Law at McGill University.

Maintenance

The payments must be for the maintenance of the spouse and the children or both. The Act does not contain a definition of maintenance and it must be noted that tax cases seem to give a narrower interpretation to the notion than the family courts. The latter accept that maintenance includes all that is necessary to everyday living in accordance to the means of the particular family. Not so in the world of tax. Courts have often disallowed payments relating to specific expenses, for example, medical, educational, mortgage and others, either because they did not meet the periodicity test, were made to third parties, or were not considered as maintenance. Although there now seems a tendency towards taking a more liberal view of payments made to third parties (as we will see below), expenses which are not of a regular recurrent nature do not seem to qualify as maintenance.

It must be noted that adopted children are assimilated to children of the marriage, while children born out of wedlock are not. However, maintenance payments made pursuant to a court order for the support of the children of a "former cohabitee' would be deductible.

Allowance payable on a periodic basis

This condition is perhaps one of the most difficult to meet. In a leading case, the Federal Court of Appeal held that an "allowance" was:

> "a limited predetermined sum of money paid to enable the recipient to provide for certain kinds of expenses; its amount is determined in advance and, once paid, it is at the complete disposition of the recipient who is not required to account for it. A payment in satisfaction of an obligation to indemnify or reimburse someone or to defray his or her actual expenses is not an allowance; it is not a sum allowed to the recipient to be applied in his or her discretion to certain kinds of expenses."

This definition generally led to denying the deductibility of amounts paid for educational expenses, mortgage payments, property tax, water, heating, hydro and insurance on the matrimonial home, although the reasons for the disqualification often varied.

Recently however, there seems to be a trend towards a somewhat more liberal attitude when those payments for specific expenses are included in the total amount of the pension and are of a recurring nature. The issue is often clouded by a rather fluctuating notion of what the courts consider as constituting maintenance.

The requirement of the Act that the payments be made on a periodic basis raises the question of the lump sum frequently awarded under the *Divorce Act*. The *Divorce Act* provides that the court may make an order requiring the spouse "to pay such lump sum or periodic sums as the court thinks reasonable for the maintenance of" the other spouse or the children of the marriage. It often appears that the court orders the spouse to pay a lump sum in several instalments. Although some decisions have accepted the deduction of lump sums so paid when the instalments were of an equal amount, frequent and spread over an extended period of time, the majority of decisions have refused the deductibility.

They are based on a variety of reasons: the lump sum may not be considered as maintenance specially when it is ordered "in lieu of maintenance" or in "settlement of the alimentary obligation". The lump sum may also be considered as lacking the necessary periodicity. Courts have considered that a payment of say $50,000 in two yearly instalments of $25,000 was not made on a periodic basis. Finally, other decisions seem to be based on the idea that a lump sum even paid by instalments is not an allowance and does not correspond to the nature of an alimentary pension which is supposed to be paid until the death of one of the parties or until a change in the financial circumstances of the parties makes the payments impossible or unnecessary.

This is a particularly important feature of the system since there is a frequent desire from the part of the payer to raise enough capital to get rid of an obligation that seems to him like a lifelong mortgage.

Payments to spouse

The payments must be made to the spouse, the former spouse or "the former cohabitee", who must, according to the above definition given by the Federal Court, have the complete disposition of sucb payments.

Courts often order a husband to pay the mortgage payments on the house where his estranged wife and his children continue to live. In most cases, those payments are made directly to the mortgagee. Sucb an arrangement is also a frequent clause of separation agreements. In the past, such payments were not deductible because they were not made directly to the recipient. A recent amendment to the *Income Tax Act* allows the deduction of a payment made to a third party "for the benefit" of the recipient. The drafting is very cautious, however, and not exactly clear. Consequently, Revenue Canada still holds the view that the amount paid to the third party will be deductible only if such amount is deducted from the amount payable to the spouse with the express or implied concurrence of such spouse. Mortgage payments made directly to the mortgagee in pursuance to a court order would not qualify. Revenue Canada gives the following examples:

Agreement A requires the husband to pay $300 a month to his separated wife as an allowance for the maintenance of the wife and children and also to pay $200 directly to private schools attended by the children in respect of their fees.

Agreement B requires a husband to pay $500 a month to his separated wife as a maintenance allowance. The agreement provides that, initially, payment of this amount will consist of $300 paid directly to the wife and $200 paid directly to private schools attended by the children in respect of their fees but that the wife may, at any time, change this arrangement and requires that the $500 be paid directly to her and to do with as she wishes.

According to the Department, only the $500 payment under agreement B would be fully deductible, whereas the $200 paid directly to the school under Agreement A would not be.

The Federal Court has recently disagreed with this rather strict interpretation. The Court stated that "it was unable to conceive that the legislators intended to make amounts paid to third parties for the benefit of a spouse, former spouse or children of the marriage, decmed payable to those persons themselves but only if at the same time, the documents specified that (the recipients) could at any time direct the payments be made to different persons or to themselves." The court seemed to view such interpretation as illogical and exceedingly restrictive. Since decisions along this line are not yet numerous, extreme caution should be applied in the drafting of separation agreements on this point.

Conclusion

The conclusion of this short study is that however unpleasant the idea may seem at the time, spouses would be well advised to take up the tax consequences of their divorce or separation with a tax expert.

Long term disability

by Larry Eberlein

In all probability, no one reading this article will have any *immediate* concern about the topic under discussion; still, it affects your pocketbook. Less than one-half of one percent of the professoriate will find themselves significantly disabled during 1982. Only one out of 100 assistant professors who become disabled this year will still be disabled a year from now. Unlike dental or supplemental health benefits, long term disability (LTD) is truly an insurance scheme to protect you in the unlikely event that you become totally or permanently disabled.

You are paying for this benefit, however, either directly through payroll deductions or indirectly by giving a part of your salary to keep this benefit in place. Use the contents of this article then to help you evaluate your protection in the same way as you evaluate a life insurance package — protection against an unwanted, sudden, catastrophic event as opposed to the routine trips to the dentist or the drugstore.

All universities should have an adequate salary continuance program integrating protection for short and medium term sickness and disability (up to six months) with a long term plan. The latter should offer adequate protection to staff members until normal retirement, usually at age 65. The objective of such a program is to protect the *real income* and continuing tenure of an academic staff member presently unable to work.

This need for income during long term illness or disability is almost totally related to the earnings immediately prior to disablement. Living expenses decrease somewhat as those on long term disability usually find themselves unable to participate fully as previously in non-work related activities. This results in decreased costs for wardrobe, transportation, recreation and entertainment. The initial benefit level should be therefore high enough to adequately compensate for the loss of regular earning power but not so high as to take away the incentive to return to work. In addition, it is essential that the plan continue to cover the cost of all other benefits including pension plan benefits based on the salary the staff member would be receiving had no disability occurred. For example, a taxable benefit of 70 per cent of normal salary plus benefit costs results in about 80 percent of former take-home pay.

In days of high inflation it is also essential that LTD plans be indexed. It is strongly recommended that this indexing preserve the individual in the rank and salary grid (but without merit or career development increments) on the assumption the staff member will return to work. The point here is to preserve both the purchasing power of the staff member and also provide the same relative proportion of earnings had the member received the regular across-the-board adjustment.

Incremental salaries should be also used for pension purposes. Revenue Canada-Taxation is now willing to recognize CPI-type inflation factors built into such plans. These recognize the nominal salaries that would have been earned in regular employment. The same salary should be used both to compute pension contributions and to provide for pension pay-outs on a final earnings plan. Most academic staff are usually better advised to continue on disability (and earn pension credits) than to take disability payments under the terms of the pension plan.

Benefits under a LTD program should be integrated with benefits for that wage earner available from government sponsored plans. The most common plan is the Canada Pension Plan which may provide benefits as early as four months after disablement. If one is eligible for benefits under the C/QPP, one is almost always eligible for benefits under the LTD plan. The reverse, however, is not always true.

Under present regulations of Revenue Canada, benefits payable under the LTD plan are taxable if all or any portion of the premium is paid by the employer. If the entire premium is paid by the employee, the benefit is nontaxable. Those reading this summary will be better off if the employer pays all premiums. Even under the new income tax rules, the premiums do not constitute a taxable benefit to you. Only when an individual begins drawing disability benefits will there be a tax to pay. If you as an employee are using tax-paid dollars to provide premiums for your plan, the result is an actual reduction in your take-home pay of close to twice the cost of the premium. There is no need for you to have to use your tax-paid dollars to provide this benefit to such a few members of staff. Taxability of benefits can be compensated for by simply raising benefit levels.

Experience indicates that most university professors would prefer to work rather than remain on any type of disability plan. It is important therefore for academics to be able to return to work on a partial basis without losing LTD benefits. Most LTD plans do not easily accommodate partial disability and yet it is better to permit flexibility rather than require an all-or-nothing situation.

For the first two years partial disability is technically within the definition of "total disability" since the academic cannot do each and every part of the occupational duties required. In these cases it would be most productive if the staff member were put on total disability with an immediate rehabilitation program. The member would then be entitled to receive a share of partial employment earnings with the LTD plan paying the difference up to a maximum of total salary.

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ADMINISTRATIVE POSITIONS

UNIVERSITY OF TORONTO. Department of Microbiology. Chairman. On July 1, 1982 the Department of Medical Microbiology and Microbiology and Parasitology in the Faculty of Medicine will be combined into a single Department of Microbiology. Applications are invited for the position of Chairman of this new administration unit. The successful candidate will have an active research program and a strong record of scholarly achievement; the leadership qualities and administrative skills necessary to develop the diverse academic programs of the Department and a broad appreciation of the needs of microbiology in all its facets from basic molecular studies to clinical services. Applications and nominations should be forwarded to Dr. F.H. Lowy, Dean Faculty of Medicine, University of Toronto, Toronto, Canada, M5S 1A8, as soon as possible. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DALHOUSIE UNIVERSITY. Faculty of Health Professions. Dean. Applications are invited for the position of Dean of the Faculty of Health Professions at Dalhousie University. The Faculty includes the college of Pharmacy, and the schools of Nursing, of Recreation, and Physical and Health Education, of Physiotherapy, of Human Communication Disorders and of Occupational Therapy. The Faculty has a signiticant graduate program. The University seeks a Dean who has an advanced degree in a health field and an established record in academic and scholarly work, and in professional development. The Dean must be sensitive to the individual and collective needs of the schools within the Faculty. The appointment will date from 1st July 1982 or such later date as may be agreed. Applications should be accompanied by a complete biographical note and the names of three referees. Applications wiff be received until the position is filled. but preferably before May 31, 1982. They should be addressed to: Dr. A. Richards, Chairman, Search Committee for Dean, c/o School of Recreation, and Physical and Health Education, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

UNIVERSITY OF TORONTO. Faculty of Medicina. University Department: Psychiatry. University Title: Professor. Hospital Department: Department of Psychiatry, Toronto General Hospital. Hospital Title: Psychiatrist-In-Chief. Qualifications Required: Individual must have proven research capabilities and strong administrative skills. Ideally the individual will have had e similar experience in a general hospital setting. Nature of Duties: Direct research, teaching and psychiatric service functions at the Toronto General Hospital. Salary: Commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Dr. V. Rakoff, Chairman, Department of Psychiatry, University of Toronto, c/o President's Office, Toronto General Hospital, 101 College Street, Toronto, Ontario, M5G 1L7. Effective Date of Appointment: July 1, 1982. Type of Appointment: Clinical Appointment — annual. Closing Date for Receipt of Applications: May 31, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Medical Biophysics. University Title: Professor. Hospital Department: Ontario Cancer Institute, Princess Margaret Hospital. Hospital Title: Head, Division of Biological Research. Qualifications Required: Expected to be actively engaged in research. Leadership qualities are essential, particularly a sense of mission for research together with ability to motivate people to strive for excellence. Administrative competence will be required. Nature of Duties: The Head of Biological Research must be able to foster research over e continuum from fundamentel to applied; to maintain high standards, preferably by example, and to act as an articulate spokesman tor the Division locally, nationally and internationally. This includes speaking on behelf of cancer research for the Canadian Cancer Society. The Division is part of the Department of Medical Biophysics of the University of Toronto, and consequently, there is a major role for the Head in the development of young investigators as well as being active in the local academic community. The head is expected to meet the requirements of University of Toronto Professorial appointment. Salary: Commensurate with qualifications and experience. Person to whom enquiries should be sent: Dr. R.S. Bush, Director, Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Ontario, M4X 1K9. Effective date of Appointment: As soon as possible. Type of Appointment: annual. Closing date for receipt of Applications: May 31, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Medicine. Rehabilitation Medicine. Professor and Chairman. Qualifications required: M.D. or Ph.D. in one of the disciplines represented in the Department; experience in the rehabilitation medicine field, and qualified for the rank of Professor. Nature of Duties: To give effective academic leadership to a department containing the divisions of Physiatry, Physical Therapy, Occupational Therapy and Speech Pathology. Salary: To be negotiated. Person to whom enquiries should be sent: Dr. J.T. Marotta, Associate Dean, Faculty of Medicine, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8. Effective date of Appointment: Position available July 1, 1982. Closing date for receipt of Applications: May 31, 1982. In accordance with Canadian immigration requirement, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT ALLISON UNIVERSITY. School of Music. Head. Mount Allison University invites applications and nominations for the position of Head, Department of Music. The Department of Music at Mount Allison has fourteen full-time faculty, and offers undergraduate programs leading to a Bachelor of Music and a Bachelor of Arts (Music) degree. It also offers an Integrated Program in Music and Education, leading to a Bachelor of Music and a Bachelor of Education concurrently. The successful candidate will be responsible for the maintenance of high academic and professional standards. He/She will carry the administrative responsibilities which are normally associated with a Headship, and will have a strong record as teacher and as researcher, performer, or composer. Applications and nominations should be sent to Dr. Charles H.H. Scoble, Dean of Arts, Mount Allison University, Sackville, New Brunswick, Canada, E0A 3C0, as soon as possible. It is hoped that the eppointment will be effective 1 July 1982.

QUEEN'S UNIVERSITY. Department ot Geological Sciences. Director of M.Sc. program in mineral exploretion. The Department of Geological Sciences of Queen's University wishes to appoint a Director of the M.Sc. mineral exploration program. This position has been created by generous donations from the Mining Industry of Canada. The Department expects in the first instance to make an appointment for a five-year period but this period may be extended if further funding is available. The M.Sc. program is designed for exploration geologists with a practical perspective obtained through industrial experience who wish to further their education by studying recent developments in the field of mineral exploration. The program, which can be completed in one year of intensive study, consists of eight term-length courses plus an independant project involving a suitable problem in the field of mineral exploration. Enroiment is normally in the region of ten per year. The principal responsibility of the director will be the overall administration and direction of the M.Sc. program together with selected teaching assignments within the administrative framework of the Department of Geological Sciences and the School of Graduate Studies and Research at Queen's University. This will involve consideration of restructuring of the program from its present format, working in close collaboration with Industry with the objective of improving the quality of the program. The successful candidate should preferably have a Ph.D. in the earth sciences, academic and industrial background and international experience in the mineral exploration sector and proven ability for dynamic leadership. Rank and salary would be commensurate with experience. The Department of Manpower and Immigration regulations require that Canadian national or landed immigrants to Canada will be given preference. Candidates of either sex are equally encouraged to apply. Applicants would submit a resumé and should ask three referees to send letters in support of their application. Requests for further information and applications should be directed to: Dr. E. Farrar, Head, Department of Geological Sciences, Queen's University, Kingston, Canada K7L 3N6.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Centre for Energy Studies. Director. Applications are invited for the position of Director, Centre for Energy Studies at the Technical University of Nova Scotia. The Centre for Energy Studies provides technical and administrative support and leadership for energy-related research in the University. The Centre has a developing energy laboratory with an emphasis on combustion. The University seeks a Director who has a terminal degree in his or her field, and proven abilities in research. The duties of the position are to administer the Centre, to initiate and participate in research projects, to undertake a limited amount of teaching at the graduate level and to maintain close liaison with the academic departments in energy-related reseerch. The appointment as Director is for a six-year term, renewable by mutual consent, and carries with it an academic professorial appointment with immedlete tenure. The appointment will date from 1st July, 1982 or such later date as may be agreed. Applications, which should be accompanied by a curriculum vitae and the names of three referees, will continue to be received until the position is filled, but are preferred to be to hand by May 31, 1982. They should be addressed to: The Chairman, Search Committee for Director, Centre for Energy Studies, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

ASSOCIATION OF CANADIAN UNIVERSITIES FOR NORTHERN STUDIES. OTTAWA, ONTARIO. Executive Director. ACUNS is seeking an Executive Director whose appointment would commence on September 1, 1982. ACUNS is an Association of 33 Canadian universities active in northern studies and research. Qualifications: the position requires working knowledge of Canadian universities and/or related government activities, administrative skills, research or comparable northern experience in university and/or government. Bilingualism is an asset. Preference will be given to candidates from universities, government, or industry who have a demonstrated scholarly interest in the North, and appropriate management experience, preferably in a capacity which would provide familiarity with the agencies and groups involved in northern studies. Initial appointment for 2 years, secondment possible. Remuneration at university scale. Submit resumés or inquiries by June 1, 1982 to: J.G. Nelson, Chairman, Search Committee, c/o Faculty of Environmental Studies, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1.

UNIVERSITY OF ALBERTA. Department ot Anatomy. Professor and Chairman. The Faculty of Medicine, University of Alberta invites applications for the position of Professor and Chairman, Department of Anatomy. The Department conducts undergraduate programs for students in medicine, dentistry and pharmacy and offers M.Sc. and Ph.D. degree programs. The programs of the Alberta Heritage Medical Research Foundation provide a challenging opportunity to develop new and innovative research activities. Doctorate degree with proven teaching skills and active research interests essential. Academic administrative experience desirable. The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Apply enclosing Curriculum vitae to Dr. D.F. Cameron, Dean of Medicine, 13-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G3.

AGRICULTURAL ECONOMICS

McGILL UNIVERSITY. MACDONALD CAMPUS. Agricultural Economics. The Department of Agricultural Economics is inviting applications for the following positions: a) Assistant Professor: Responsibilities include teaching of undergraduate and graduate courses in agricultural finance, food systems development and resource economics; conducting and supervising research. Candidates must have a Ph.D. in Agricultural Economics with training in agricultural finance, quantitative methods and production economics. Experience in teaching and research is desirable. Minimum salary is $26,785. Negotiable. b) Faculty Lecturer: Responsibilities include teaching undergreduate and diploma courses in agricultural economics. Minimum salary is $20,555. Negotiable. Closing date for both positions is June 20, 1982. Applications complete with C.V. and references should be sent to: Dr. H.G. Coffin, Chairman, Department of Agricultural Economics, P.O. Box 224, Macdonald Campus of McGill University, Ste Anne de Bellevue, Quebec, H9X 1C0. Telephone: (514) 457-2000 (x 365). In accordance with Canadian government immigration requirements, this ad is directed to Canadian citizens and permanent residents.

APPLIED MATHEMATICS

TECHNICAL UNIVERSITY OF NOVA

SCOTIA. Department of Applied Mathematics. The Department has a vacancy for a full-time research assistant in biomechanics for the duration of the project. Essential qualifications are B.Eng. in Electrical or Mechanical Engineering or M.Sc. in Bio-Mechanics, experience in computer programming and a good knowledge of fluid dynamics are essential. A knowledge of statistics and random variables is desirable. Salary is in the range of $1000. to $1500. per month. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and names of three referees should be sent to Prof. S.N. Sarwal, Assistant Head, Department of Applied Mathematics, Technical University of Nova Scotia, P.O. Box 1000, Halifax, B3J 2X4.

UNIVERSITY OF MANITOBA. Department of Applied Mathematics. Post-Doctoral Fellowship is available immediately in the eree of Numerical Integration of Ordinary Differential Equations or Computations in Linear Algebra. Salary and terms are according to N.R.C. recommendations. Applications should be sent to Dr. Riaz A. Usmani, Department of Applied Mathematics, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2; and should include curriculum vitae and the names of up to three persons who are acquainted with the applicant's research and willing to write in support.

ARCHITECTURE

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Faculty of Architecture. The Faculty of Architecture at the Technical University of Nova Scotia invites applications for an Associate Professor (environmental scientist/engineer) to teach undergraduates and graduate students and to conduct research in the field of Building Environment. A specialty in lighting is particularly desired. Candidates should provide evidence of well-established scholarship. Familiarity with the world of building design is essential and skills in communication with architects and students highly desirable. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Salary scale $31,090 to $45,792. Appointment or contract for initial two-year appointment or tenure work. Enquiries including curriculum vitae and the names of three referees, should be forwarded to: Dr. Essy Banlassad, Dean, Faculty of Architecture, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Faculty of Architecture. The Faculty of Architecture at the Technical University of Nova Scotia invites applications and nominations for full-time tenure track faculty positions in teaching design, and theory or history of architecture and conducting research in these fields. Advanced academic background would be essential for this position as well as evidence of current interest in the practice and theory of design. The School conducts a co-operative system and offers sequential degrees, the first Bachelor of Environmental Design, the second, Bachelor of Architecture. Successful candidates will be invited to teach in both programs as well as conduct research in their area of interest. In accordence with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Successful candidates will be expected to start on September 1, 1982. Salary will depend on qualifications and experience. Salary renge for Assistant Professors is $24,101, to $36,152 end $31,090 to $45,792 for Associate Professors. Enquiries, including curriculum vitae and the names of three referees, should be forwarded to Dr. Essy Banlassad, Dean, Faculty of Architecture, Technical University of Nove Scotia, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4.

ART — STUDIO

UNIVERSITY OF TORONTO. Department of Fine Art. Applications ere invited for e tenure stream position et the upper assistent or lower associate professor level in the area of Fine Art Studio. The appointment is to commence July 1, 1982. An M.F.A. or equivalent degree is required along with an established record of performance as artist and teacher. Salary will be commensurate with experience and career status. Primary area of specialization should be drawing and painting. The position calls for instruction in both introductory and advance undergraduate studio courses. In addition, it includes the function of Assistant Chairman of Fine Art in a department offering a four-year honours studio degree, which also contains a sizeable art history component. Preference therefore will be accorded a person with teaching experience within the context of a university programme in the Humanities. Applications should include a curriculum vitae and the names and addresses of three referees and should be sent by May 30, 1982, to Professor R.P. Welsh, Chairman, Department of Fine Art, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is subject to budgetary approval.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available on or about July 1, 1982, will involve basic research on the roles of lipids in biomembranes, especially physical (calorimetric and NMR) studies of lipid phase behavior and lipid molecular dynamics and orientation, lipid-protein interactions in model and biological membranes, and lipid modulation of the activity of membrane-bound enzymes. Candidates should possess the Ph.D. degree in Biochemistry, Biophysics or a related area and at least two years of appropriate postdoctoral experience. Salary will start at $19,400 per annum for someone with two years postdoctoral training, increasing by $1,200 for each additional year of experience. The University of Alberta is an equal opportunity employer, but in accordance with Canadian government immigration regulations, this ad is directed to Canadian citizens and permanent residents. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. R.N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada. T6G 2H7.

UNIVERSITY OF ALBERTA. Biochemistry. Postdoctoral Positions. Available immediately to study structure, function and assembly of bacterial and mammalian cell membranes using Biochemical, Biophysical and Molecular Biological approaches. Applicants must have a strong background in Biochemistry, Microbiology or Cell Biology. Salary commensurate with experience beginning at $18,000 for a newly graduated Ph.D. Successful applicents would be eligible for a 4-year Alberta Heritage Fellowship starting et $19,600 per annum. Send curriculum vitae and names of two references to Dr. R. Reithmeier or Dr. J. Weiner, Department of Biochemistry, University of Alberta, Edmonton, Alberta, T6G 2H7, Caneda.

THE HOSPITAL FOR SICK CHILDREN. Biochemistry. Research Biochemist. A staff position is immediately available at The Hospital for Sick Children, Toronto. Preference will be given to a protein chemist or molecular biologist with experience in protein and DNA sequencing. Academic appointment and salary, $25,000-$35,000 offered. Curriculum vitae and names of three referees to: Dr. D.M. Goldberg, Department of Biochemistry, The Hospital for Sick Children, Toronto.

UNIVERSITY OF SHERBROOKE. Faculty of Medicine. Department of Microbiology. Research assistant to study molecular cloning and genetic engineering. Salary ($14-17,000/annum) commensurate with experience. Please contact Dr. J.P. Thirion, CHU, University of Sherbrooke, Sherbrooke J1H 5N4, Tel. (819) 565-2069. Applications from Canadian citizens, landed immigrants and others eligible for employment in Canada will be given priority.

BIOLOGY

BROCK UNIVERSITY. Department of Biological Sciences. Post-doctoral Research Associate. Applications are invited for research positions in two areas (i) investigation of the mechanisms of membrane interaction and fusion using model phospholipid bilayers and nerve myelin (ii) developmental neurobiology using neurons in tissue culture and primarily electrophysiological techniques including patch clamp. Send curriculum vitae and the names of three references to Dr. R.P. Rand, Department of Biological Sciences, Brock University, St. Catharines, Ontario, L2S 3A1. (Tel. 416-688-5550, ext. 390).

UNIVERSITY OF WATERLOO. Department of Biology. Applications are being accepted for the position of: Post-doctoral Fellow as sabbatical replacement. Ph.D. or Ph.D. near completion in Food Microbiology. Research; teaching undergraduate courses in Food Microbiology and related applied subjects. Salary: about $17,000 for 10-12 months as arranged. Apply: Dr. Alan Kempton, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. July 1, 1982 or soon thereafter. When position filled. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Department of Biology. Applications are being accepted for a tenure-track position in Microbial Biotechnology at the Assistant, Associate or Full Professor level. Qualifications include Ph.D. and evidence of sustained research productivity of high quality. Duties include teaching in microbiology, and the development of a strong research program that will complement the ongoing research of an active interdisciplinary biotechnology group. Salary and rank are negotiable* and will be commensurate with the experience and qualifications of the successful applicant. Applications, including names and addresses of three referees, should be directed to: Dr. J.E. Thompson, Chairman, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment is 1 July 1982. *(assistant Professor, Minimum $21,900; Associate Professor, minimum $28,400; Professor, minimum $37,100). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA. Department of Biology. Research Associate for work on physiology of halophilic bacteria. Ph.D. and at least two years of post-doctoral experience. Special interest in candidates with experience in bioenergetics, and isolation of microbial enzymes. Salary to $20,000. Contact Dr. D.J. Kushner, Department of Biology, University of Ottawa, Ottawa, Ont. K1N 6N5.

UNIVERSITY OF TORONTO. Department of Botany. Visiting Professorship. Applications are invited for a temporary replacement position, available from July 1, 1982, at the University of Toronto Botany Department. The appointment is for one, or possibly two, years and the successful applicant will be expected to teach a full year course in PLANT ULTRASTRUCTURE (fungi, algae, and higher plants), a half year course on the MORPHOLOGY AND EVOLUTION OF VASCULAR PLANTS, and participate in a first year INTRODUCTORY BIOLOGY COURSE. Applicants should have a Ph.D. and preferably some teaching experience. A research interest in fungal ultrastructure and/or plant pathology would be an advantage. Salary: $22,000 or commensurate with exoerience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Applicants should send a curriculum vitae and 3 letters of reference to: The Chairman, Department of Botany, University of Toronto, Toronto, Ontario, M5S 1A1, Canada. Deadline for applications is May 30, 1982.

BIOMEDICAL SCIENCES

UNIVERSITY OF GUELPH. Biomedical Sciences. Pharmacologist/Toxicologist. A faculty vacancy is available in biochemical pharmacology or biochemical toxicology. The position, which will be contractually limited, is at the rank of Assistant Professor and is available on July 1, 1982. Responsibilities will include undergraduate teaching in pharmacology and/or toxicology in veterinary medicine (DVM) and in the newly-established B.Sc. Honours Toxicology. The incumbent would be expected to participate in graduate teaching and in contract research with the Ontario Ministry of Agriculture and Food. Applicants should have a Ph.D. degree and some experience in a relevent field. A DVM degree would be an advantage but is not essential. The salary and the terms of the appointment are negotiable and subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Enquiries and applications should be directed to Dr. P. Eyre, Chairman, Department of Biomedical Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Telephone: (519) 824-4120. Ext. 2668.

BUSINESS ADMINISTRATION AND COMMERCE

ACADIA UNIVERSITY. School of Business Administration. Applications are invited for positions at the rank of either Lecturer, Assistant Professor or Associate Professor in the School of Business Administration, Acadia University. The salary offered will be fully competitive and according to qualifications and experience. Applicents should hold the Ph.D. degree or the M.B.A. with considerable experience. Duties comprise undergraduate teaching in one or more of accounting, finance, personnel and industrial relations, management and information systems. These positions are subject to budgetary approval. Only Canadian Citizens or Landed Immigrants will be considered for this position. The effective date of appointment is July 1, 1982 or later by mutual agreement. Applications should be addressed to Dr. N. McGuinness, Chairman Faculty Appointments Committee, School of Business Administration, Acadia University Wolfville, Nova Scotia, B0P 1X0.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and finance — Applicants are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financial accounting (iii) finance (iv) accounting information systems. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments available until positions filled. Send resumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

QUEEN'S UNIVERSITY. Business Administration and Commerce. Applications are being accepted for tenure/track and/or visiting faculty positions in Accounting, Finance and Marketing. Teaching will be at the B. Com, MBA, and Ph.D. level. Completed Ph.D. is strongly preferred. Rank and salary are open. Positions are open to both male and female applicants. Send resumé to: Dr. H.O. Helmers, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

CELL BIOLOGY

UNIVERSITY OF MANITOBA. Faculty of Dentistry. Cell Biologist. Applications are invited for a faculty position in the Department of Oral Biology. Candidates should have a Ph.D. degree with interests in the structure and function of eucaryotic cells, preferably with experience in cell and tissue culture and immunochemical identification of cell and matrix components. Preference will be given to candidates also holding a dental degree. The Department of Oral Biology is responsible for teaching the basic science disciplines at the undergraduate and graduate level. The Department has an active research program in the basic sciences and undertakes collaboretive research with faculty in the clinical disciplines. The successful candidate will be expected to teach in the undergraduate and graduate programs in the Faculty and undertake an active research program. A minimum two-year appointment is avelleble with salary and rank dependant upon qualifications and experience. The university encourages both women and men to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. This position is available July 1st, 1982 or as soon thereafter as possible. Applications with curriculum vitae and names of three referees or requests for information should be submitted to: Dr. Ian R. Hamilton, Head, Department of Oral Biology, Faculty of Dentistry, The University of Manitoba, 780 Ban-

natyne Avenue, Winnipeg, Manitoba, R3E 0W3.

CHEMISTRY

UNIVEBSITY OF SASKATCHEWAN. Department of Chemistry end Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctorel Fellows and Research Associates in the following fields of chemistry and chemical engineering: **Chemistry** — Theory of conformational changes and chemical reactions, energy hypersurtaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry, laser photochemistry, photophysics and spectroscopy, fluorescence studies of proteins, thermodynamic and dynamic Investigations of microemulsions, organometallic chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin-Hamiltonian theory, chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques. **Chemical Engineering** — corrosion engineering, slurry pipeline flow, heterogeneous catalysis, production of liquid and gaseous hydrocarbons from coal and biomass, end reactor modelling studies. The positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University ot Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Telephone: 306-343-2933.

McMASTER UNIVERSITY. Department of Chemistry. The Department.of Chemistry requires a full-time Instructional Assistant to organize the year one undergraduate laboratories. Duties include development of laboratory experiments, supervision of year one laboratory assistants, pre-laboratory instruction of students, production of laboratory manuals, supervision of year one administrative support staff together with the computer-based student mark recording system. Applicants should heve a four year bachelor's degree or master's degree in Chemistry and suitable teaching or other related experience. Some experience in computing programming would be an assef. Salary commensurafe with experience. The commencement date is approximately May 15th. In accordance with Canedian immigration requirements, this advertisement is directed to Canadian citizens and permenent residents. Please apply to the Personnel Office, McMaster University, 1280 Main Street, W., Hamilton Ont, L8S 4L8.

UNIVERSITY OF GUELPH. Department of Chemistry. Toxicologist. The Chemistry Department invites applications for a tenure track position in CHEMICAL or BIOCHEMICAL TOXICOLOGY. Rank: assistant professor. Duties will include teaching undergraduate and graduate courses in the general areas of biological chemistry, environmental chemistry, and chemical toxicology. The successful applcant will also be expected to establish a strong research program. Excellent growth potential exists within the Guelph-Waterloo Centre for Graduate Work in Chemistry. Applications from candidates in all branches of chemical toxicology are encouraged. Applicants should provide a complete curriculum vitae, a brief description of research interests, a transcript of academic record, and the names and addresses of three referees to: Nigel J. Bunce, Acting Chairman, Chemistry Department, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Position subject to budgetary approval. In accordance with Canadien immigration requirements, this advertisement is directed to Canadian citizens end permenent residents.

UNIVERSITY OF GUELPH. Department of Chemistry. Biochemist. The Chemistry Department invites applications for a contractually limited one-year eppointment in BIOCHEMISTRY. Rank: essistant professor. Duties include teaching undergraduate courses in biological chemistry while tenured faculty member is on leave. Opportunities for research will be provided. Starting date: by September 1, 1982. Applicants should provide a complete curriculum vitae, a transcript of academic record, and the names of three referees to: Nigel J. Bunce, Acting Chairman, Chemistry Department, University of Guelph, Guelph, Ontario, N1G 2W1, Caneda. Positlon subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Chemistry. THEORETICAL POSITION. The Chemistry Department invites applications for a tenure track position in THEORETICAL CHEMISTRY. Rank: Assistant professor. Duties include teaching undergraduate and graduate courses in theoretical chemistry. The successful applicant will also be expected to establish a strong research program. Excellent growth potential exists within the Guelph-Waterloo Centre for Graduate Work in Chemistry. Applications from candidates in all branches of theoretical chemistry are encouraged. Applicants should provide a complete curriculum vitae, a brief description of research interests, a transcript of academic record, and the names and addresses of three referees: Nigel J. Bunce, Chemistry Department, University of Guelph, Guelph, Ontario, N1G 2W1, Canada. Position subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMMERCE

CARLETON UNIVERSITY. School of Commerce. Applications are invited to fill faculty positions in (i) accounting, (ii) finance, (iii) marketing, (iv) management and organizational behaviour, (v) industrial relations, (vi) systems analysis/data processing, and (vii) business policy. Ph.D. degree or substantial work towards Ph.D. degree is required. Tenure track at the assistant or associate professor levels. Excellent working conditions. Applications should be sent to Dr. A.J. Bailetti, Director, School of Commerce, Carleton University, Ottawa, Ontario. K1S 5B6. Starting July 1, 1982. Budgetary approval is required for some of the positions.

CARLETON UNIVERSITY. School of Commerce. Applications are invited to fill faculty positions in accounting. Rank commensurate with experience and qualifications. Excellent working conditions. Applications should be sent to Dr. A.J. Bailetti, Director, School of Commerce, Carleton University, Ottawa, Ontario K1S 5B6. Starting July 1, 1983. Budgetary approval is required for some of the positions.

COMMUNITY AND REGIONAL PLANNING

UNIVERSITY OF BRITISH COLUMBIA. School of Community & Regional Planning. Faculty Vacancy — Assistant Professor, Urban Planning. Duties: To teach graduate level courses end workshops in the core of the program, to supervise graduate student research, and to participate in a major program of, collegial research on urban planning and development in Canada. Qualifications: Advanced degree in planning and demonstrated competence in research or professional practice. Appointment: This is a full-time tenure track position in the salary range of $30-33,000 per annum (current scele). Starting date negotiable prior to July 1, 1983. Consideration will be given to outstanding epplicants interested in a half-time or two year contractual appointment. In accordance with Canadian citizens and permanent residents of Canada. Apply before May 31, 1982 to: B. Wiesman, Director, School of Community & Regional Planning, University of British Columbia, 6333 Memorial Road, Vancouver, B.C. V6T 1W5. Canada.

UNIVERSITY OF BRITISH COLUMBIA. School of Community & Regional Planning, end Westweter Research Centre. Faculty Vecancy: Assistant Professor, Natural Resources (Policy, Planning and Management). Duties: To teach graduate courses in the core of the program for students in the School of Community and Regional Planning and in the interdisciplinary Resource Management Sciences program. Emphasis is to be placed on political/institutional aspects, policy making and planning processes. Duties include supervision of graduate student research and developing a major research initiative related to resource management in western and northern Canada within the Westwater Research Centre and in association with faculty in the School. Qualifications: Ph.D. in Planning or Resources Management with knowledge in Political Science, Public Administration or related discipline. Some professional experience desirable. Appointment: This is a tenure track position at the Assistant Professor level. Salary range $30-33,000 per annum (current scale). Starting date July 1, 1982 or July 1, 1983. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Apply before May 31, 1982 to: B. Wiesman, Director, School of Community & Regional Planning, University of British Columbia, 6333 Memorial Road, Vancouver, B.C. V6T 1W5, Canada.

COMPUTER SCIENCE

UNIVERSITY OF WATERLOO. Computer Science. Applications are being accepted for faculty positions at the Assistant, Associate, or Full Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. This position is subject to availability of funds. Applications should include a curriculum vitae and the names of three references and should be directed to Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

UNIVERSITY OF WATERLOO. Computer Science. Applications are being accepted for a faculty position in the area of Information Systems. The candidate is expected to hold a Ph.D. degree in Computer Science, Information Systems, Management Systems, or related fields, or equivelent experience. An M.B.A. degree would be desirable though not necessary. Salary and rank according to experience. The successful candidate will be expected to participate in the teaching and research activities of the Department, and to provide leadership in the development of the curriculum in Information Systems and related areas. The Computer Science department is located in the Faculty of Mathematics which has large programs for students specializing in Computer Science, Mathematics, Accounting, and Business Administration. There are excellent opportunities for interaction with professors of Computer Science, Statistics, and Operations Research in the Faculty of Mathematics, Management Science in the Faculty of Engineering, and Accounting in the Department of Economics. For further information contact Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Ontario, N2L 3G1.

UNIVERSITY OF SASKATCHEWAN. Department of Computation Science. Applications are invited for a tenure-track faculty position at the Assistant Professor level (commencing July 1, 1982). Applicants should have a Ph.D. in Computer Science or Computer Engineering (or should be nearing completion of this degree). Candidates from all areas of Computer Science or Computer Engineering are encouraged to apply. Responsibilities will include teaching at the undergraduate and graduate levels and research. Salary will be in the range of $25,000 to $34,000 depending on qualifications and experience. The University of Saskatchewan services approximately 11,000 students with a very attractive campus that overlooks the South Saskatchewan River in Saskatoon. A young, vigorous and expanding department of ten provides B.Sc., B. Comm. and M.Sc. degree programs in Computer Science. A Ph.D. degree is offered on e special case basis. The Department has available some very good research facilities featuring a VAX 11/750 in eddition to high quality undergraduate facilities that are edministered by Academic Computing Services. Please direct enquiries and applications to: Dr. P.G. Sorenson, Head, Department of Computational Science, University of Seskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two visiting Professorship positions in Computing Science. Duties include conducting research, supervising graduate students, and teaching undergraduate courses. Applicants in all areas will be considered, although preference will be given to applicants with expertise in the areas of networks, programming languages, operating systems and computer architecture. A Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research is required. The Department currently consists of 18 faculty with a wide range of research and teaching interests. Hardware support includes an Amdahl 470-V8, a VAX 11/780, Nanodata OM-1, PDP-11's, a PLATO system and a well-equipped mini and microcomputer lab. Please send curriculum vitae and names of three references to: Dr. L.W. Jackson, Acting Chairman, Department of Computing Science, University of Aiberta, Edmonton, Aiberta, Canada, T6G 2H1. The University is an equal opportunity employer but in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The minimum/maximum annual salaries are: Assistant Professor: $27,720 to $39,820; Associate Professor: $35,420 to $51,658; Professor: $46,010 to $52,665. Closing date for applications July 1, 1982.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure track assistant professorship positions in Computing Science. Duties include conducting research, supervising graduate students, and teaching undergraduate and graduate courses. Applicants in all areas will be considered, although preference will be given to applicants with expertise in the areas ot networks, programming languages, operating systems and computer architecture. A Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research is required. The Department currently consists of 18 faculty with a wide range of research and teaching interests. Hardware support includes an Amdahl 470-V8, a VAX 11/780, Nanodata OM-1, PDP-11's, a PLATO system and a well-equipped mini and micro computer lab. Please send curriculum vitae and names of three references to: Dr. L.W. Jackson, Acting Chairman, Department of Computing Science, University of Alberta, Edmonton Alberta, Canada, T6G 2H1. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The minimum/maximum 11 step annual salary is $27,720 to $39,820. Closing date for applications: July 1, 1982.

UNIVERSITY OF REGINA. Department of Computer Science. Applicattons are invited for faculty positions in the Computer Science Department at the University of Regina. This expanding Department is seeking individuals with expertise in Operating Systems, Programming Languages or Computer Systems, but applicents with other active interests will also be considered. Depending upon qualifications and budget allocations, term or probationary appointments may be made at the rank of Assistant or Associate Professor, preferably effective January 1, 1982. The corresponding 1981/82 salary ranges are $22,442-$32,549 and $29,453-$41,632. The Computer Science Department presently has ten full-time faculty members, two laboratory instructors, one technician and approximately 1,000 students enrolled in its classes. Current faculty interests include: Approximation Theory, Modelling, Graphics Hardware, Software Engineering, Document Retrieval, Data Base Management Systems, Artificial Intelligence, Theory of Computing, Mathematical Software, Business Systems, Performance Measurement, Programming Languages, Computer Assisted Instruction and Software. The Department has four computing leboratories containing a variety of mini computers and micro computers for instructional end research activities, and the University has a Honeywell Sigma 9 on campus as well as telecommunications access to a 370/158, a 370/168 end 3032. First consideration will be given to those who at time of application are legally eligible to work in Canada. Enquiries and applications should be directed to: Dr. R.B. Maguire, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan, Canada. S4S 0A2.

BROCK UNIVERSITY. Computer Science. Applications are invited for a tenure track position at an appropriate rank based on qualifications and experience. The competition will remain open until the position is filled. A Ph.D. in Computer Science, FBCS or M.Sc. with industrial and/or commercial experience is required; however, an applicant having an M.Sc. and expecting to soon complete a Ph.D. will be considered. Responsibilities will be primarily teaching at the undergraduate level and conducting research. Brock University is a small university in the Niagara Peninsula within easy driving distance of Toronto, Ontario and

Buffalo, New York. The Department of Computer Science is a rapidly growing department offering both a B.Sc. and a B.Sc. (Hons.) program. Preference will be given to candidates eligible for employment in Canada at the time of application. Applications, including a curriculum vitae and names of three references, should be submitted, as soon as possible to: Chairman, Department of Computer Science and Information Processing, Brock University, St. Catharines, Ontario, L2S 3A1.

DENTISTRY

UNIVERSITY OF MANITOBA. School of Dental Hygiene. The University of Manitoba School of Dental Hygiene invites applications for a full time term appointment. Responsibilities include co-ordination of course in preclinical and clinical dental hygiene; as well as didactic, laboratory, and clinical teaching. Candidates must be eligible to practice in Manitoba, have at least a bachelors degree (Masters preferred) and have experience in teaching and practice. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian Citizens and permanent residents. Position available July 15, 1982. Academic rank and salary commensurate with qualifications and experience. Application should be sent along with Curriculum Vitae to: Prof. S.C. Gelskey, Director, School of Dental Hygiene, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba. R3E 0W3.

ECONOMICS

CONCORDIA UNIVERSITY. Department of Economics. Applications are invited for appointments in ranks commensurate with qualifications: Candidates with a completed Ph.D. (or near completion) will be considered for the Assistant level. Well-qualified candidates who have established themselves by their excellent teaching and publications record will be considered for a senior appointment. Subject to budgetary approval, the Department expects to make two or three appointments for tenure track, limited term, and/or visiting positions. The Department is particularly interested in attracting candidates in Econometrics and Labour Economics. Strong candidates in other fields will be seriously considered. Responsibilities include teaching at both undergraduate and graduate levels and supervision of doctoral theses. Contact Dr. B.S. Sahni, Chairman, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8.

UNIVERSITY OF LETHBRIDGE. Department of Economics. One position at the lecturer or assistent professor level. The successful candidate will be required to teach two courses in the Fall semester of 1982. If the appointment is extended, he or she will be required to teach three courses during the spring semester of 1983. Introductory economics will be part of the teaching load. Canadian citizens or permanent residents of Canada will be given preference. A Ph.D. is preferred, but consideration will be given to doctoral candidates. Specialists in economic history, monetary economics or public finance will be given preference but other fields will be considered. Salary on an annual basis (1981-82): Assistant Professor — minimum $24,204. Applicents should send a curriculum vitae and names and addresses of three references to: Dr. S.G. Clarke, Chelrman, Department of Economics, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. A four-month terminal position beginning September 1, 1982 with, if funding is available, an extension for four months beginning January 1, 1983. Closing date: May 30, 1982.

SIMON FRASER UNIVERSITY. Economics. One year term appointment at the Assistant Professor level beginning September, 1982. Applicent should have Ph.D. in hand with specialization in international trade and finance. Position is subject to availability of funds. Applications should be submitted to Dr. Kenji Okuda, Chairman, Department of Economics, Simon Fraser University, Burnaby, B.C., V5A 1S6. Application deadline: May 31, 1982.

McGILL UNIVERSITY. Economics. McGill University, Department of Economics, Faculty of Arts invites applicetions for a one-year visiting appointment, commencing September, 1982, subject to budgetary approval. Fields of specialization are open. A Ph.D. (complete or near completed) is required. Applications with c.v. and names of three referees should be addressed to Professor Irving Brecher, Chelrman, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

EDUCATION

UNIVERSITY OF SASKATCHEWAN. Education. The Department for the Education of Exceptional Children, University of Saskatchewan invites applications for a one-year term appointment in language and learning disabilities effective July 1, 1982. Minimum qualification is a Master's degree in exceptionelity or related areas; successful teaching experiences, and skill in working with individuals with learning problems. An appropriate doctorate or near completion of doctorate with field experiences is preferred. Duties include teaching undergraduate and graduate courses in psycho-educational diagnosis and remediation; participating in in-service work and supervising student teachers. Rank is at Lecturer or Assistant Professor level and salary commensurate with qualifications and experience. Applicants should send curriculum vitae, official transcript and names of three references to Dr. C.K. Leong, Acting Head, Department for the Education of Exceptional Children, College of Education, University of Saskatchewan, Saskatoon, Saskatchewan. S7N 0W0. Applications close when position is filled. Appointments will be made in accordance with Canadian Immigration requirements.

UNIVERSITY OF ALBERTA. Department of Educational Foundations. Sessional appointment. History of Education in Canada. The Department of Educational Foundations, University of Alberta will be making a sessional appointment in the area of History of Education in Canada. The major duties associated with the position will involve the co-ordination of a large multiple section introductory course on the Socio-Historical development of education in Canada. Teaching responsibilities include lecturing in this introductory course with some additional course work at the senior undergraduate level. The appointment will be for the period September 1st, 1982 to April 30, 1983 and will carry with it a salary of not less than $16,000.00 for the eight month period. Applicants should have appropriate academic qualifications and successful teaching experience at a university level. A letter of application, together with a curriculum vitae and the names of two referees, should be sent to: Dr. P.J. Miller, Chairman, Department of Educational Foundations, Faculty of Education, University of Alberta, Edmonton, Alberta, T6G 2G5. Closing date for applications is June 15th, 1982. The University of Alberta is an equal opportunity employer, but, in accordance with Canadian Immigration regulations this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY. Education. Mount Saint Vincent University, Department of Education (Child Studies) invites applications for a full-time position commencing July 1, 1982. Responsibilities include teaching Child Study, B.Ed. and graduate level courses in the area of child development. Qualifications: Ph.D. with specialization in Child Development and teaching experience. Rank and salary will be in accordance with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.

EDUCATIONAL PSYCHOLOGY

UNIVERSITY OF ALBERTA. Department of Educational Psychology. Multiple Dependent Handicapped Graduate Program. Assistant Professor to prepare teachers and other personnel to work with severely and profoundly mentally retarded, multiple handicapped persons. Applicants should have undergraduate and graduate training in this area, Ph.D. completed, university teaching, practical experience and demonstrated research competence. Preference will be given to persons having specialized skills in various methods of verbal and nonverbal communication. This graduate level program is complementary to an existing comprehensive undergraduate and graduate special education program. Salary renge $27,720-$32,000 per annum. The University is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date May 31, 1982. Applications, including a current curriculum vitae and names of three referees, should be sent to Dr. H.W. Zingle, Chairman, Department of Educational Psychology, The University of Alberta, Edmonton, Alberta, Canada, Y6G 2G5.

ENGINEERING

DALHOUSIE UNIVERSITY. Department of Engineering. Applications are invited for a full-time faculty appointment involving teaching and research. Appointment tenure track at the Assistant Professor level. Teaching duties mainly basic courses in engineering mechanics and graphics. Research and teaching of advanced courses in chosen area of specialization undertaken in association with the Technical University of Nova Scotia. A doctorate degree in mechanical or civil engineering is required. Industrial and/or design experience is an asset. Competitive salary and excellent fringe benefits. Send resumé and names of three references to: D.M. Lewis, Chairman, Department of Engineering, Sir James Dunn Building, Dalhousie University, Halifax, Nova Scotia, Canada, B3H 3J5.

ENGINEERING-CHEMICAL

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields of chemistry and chemical engineering: Chemistry — Theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry, laser photochemistry, photophysics and spectroscopy, fluorescence studies of proteins, thermodynamic and dynamic investigations of microemulsions, organometallic, chemistry, organic reaction mechanisms, electron spin resonance of solid state defects and organic radicals, spin-Hamiltonian theory, chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques. **Chemical Engineering** — corrosion engineering, slurry pipeline flow, heterogeneous catalysis, production of liquid and gaseous hydrocarbons from coal and biomass, and reactor modelling studies. The positions are tenable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and letters from three referees to the undersigned, from whom further particulars may be obtained. Professor D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone: 306-343-2933.

ENGINEERING-ELECTRICAL

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for an academic position in one or more of the following areas: computer engineering, electronics, microprocessors and applications to control or communications. Background in teaching and research desirable. Industrial experience and Professional Engineering status advantageous. Basic duties will include undergraduate and graduate teaching, research compatible with the departmental program, and participation with other academic staff in the academic and administrative affairs of the department. Rank and salary are dependent upon qualifications and experience. Candidates of both sexes are equally encouraged to apply. In compliance with regulations of the Department of Manpower and Immigration, only Canadians or Landed Immigrants to Canada need apply for this position. Submit detailed curriculum vitae, with letter and names of three referees to P.H. Wiltke. Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF ALBERTA. Electrical Engineering. Applications are invited for a sabbatical replacement position. Applicants should have a Ph.D. in Electrical Engineering with specialization in control Systems/Power Systems. Preference will be given to persons with teaching experience in this area. Duties will include teaching undergraduate and graduate courses in the Control Systems area. The appointment will be for a 10 month period from July 1, 1982-April 30, 1983. To apply send curriculum vitae and three references to Prof. C.R. James, Chairman, Dept. of Electrical Engineering, University of Alberta, T6G 2E1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The closing date for application is May 30, 1982.

UNIVERSITY OF OTTAWA. Electrical Engineering. Excellent opportunities in Canada's High Technology Capital. Tenure track faculty positions in all fields of E.E. Special interest in Computer Engineering and Digital Electronics. A Ph.D. degree is required. Starting date: as soon as possible. Ottawa offers a unique opportunity in Canada for industrial research contracts and consulting. Please send resumés and names of three referees to: Professor Nicolas D. Georganas, Chairman, Dept. of Electrical Engineering, University of Ottawa, Ottawa, Ontario, Canade K1N 6N5. Tel: (613) 231-2493.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for a faculty position in the Department of Electrical Engineering at the University of Waterloo. Candidates should have a doctorate and a commitment to excellence in teaching and research. All areas of electrical engineering will be considered. Salary and rank will be commensurate with qualifications. It is expected to make the appointment early in 1982 although it will remain open until a suitable candidate is found. Resumés should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada.

McGILL UNIVERSITY. Department of Electrical Engineering. Applications are invited for the position of Assistant Professor from persons with research or industrial experience relevant to the activities of the Computational Analysis and Design Laboratory: application or development of CAD methods in communications electromagnetics. Candidates must have a Ph.D. in Electrical Engineering or a related discipline. The salary will depend on the experience of the successful candidate, but will be greater than the current Assistant Professor minimum of $26,825 per annum. The appointment date is open. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents. Letters of application, to include full curriculum vitae and names of three references, should be sent to: Chairman, Department of Electrical Engineering, McGill University, 3480 University Street, Montreal, H3A 2A7, Quebec.

ENGINEERING-MECHANICAL/ AERONAUTICAL

CARLETON UNIVERSITY. Mechanical & Aeronautical Engineering. An opening exists for a tenure-track appointment at the Assistant/Associate Professor level. In addition, temporary openings exist for a one year term (sabbatical replacements) at the Assistant or Associate Professor levels. Applicants should have Ph.D. and two years experience in teaching and research. The successful applicants will have an interest in either Design, Solid Mechanics or Materials and Metallurgy, and will be expected to teach at both undergraduate and graduate levels and participate in the research activities of the department. Positions are subject to budgetery approval. Ap-

plications with C.V. and names of three referees should be sent to Dr. J. Goldak, Chairman, Mechanical and Aeronautical Engineering, Carleton University, Ottawa, Ontario, Canada. K1S 5B6. Effective date of appointment: July 1, 1982. Closing date for receipt of applications: open.

ENGINEERING-PHYSICS

McMASTER UNIVERSITY. Department of Engineering Physics. Nuclear Engineering. Applications are invited for a tenure stream appointment at the Associate Professor level with a starting salary normally in the range of $27,000 to $40,000. Candidates should have a Ph.D. in Nuclear Engineering, or a related Engineering and be committed to teaching and experimental research in areas central to this discipline. Industrial experience would be desirable. Major experimental facilities at McMaster University consist of a 5MW Reactor, high energy particle accelerators together with general facilities of large nuclear and materials research centres. Some University funding will be made available to the successful candidate to help establish a research programme. Send a detailed description of current research interests, curriculum vitae, and the names and addresses of three referees to Dr. D.A. Thompson, Chairman, Department of Engineering Physics, McMaster University, Hamilton, Ontario, Canada, L8S 4M1.

ENGLISH

McMASTER UNIVERSITY. English. The Department of English at McMaster University invites applications for a one-year contractually limited appointment at the rank of Assistant Professor in the mediaeval area. Duties will include the teaching of senior courses in Old English at the graduate and undergraduate level. Ph.D. or equivalent must be complete and publications are preferred. Salary is dependent upon qualifications (current base rate for Assistant Professor is $21,110). Applications, including transcripts of university records and the names and addresses of three referees, should be sent to: Professor Richard Morton, Chairman, Department of English, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4L9. Application deadline: when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENTOMOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Dairy & Food Science. Professional Research Associates. Two positions are available for research in the area of bioinsecticides as a part of a Biotechnology Project. Both require principal scientists with a Ph.D. and direct experience in microbial insect pathogens, insect physiology and pathology, or a practical experience in the formulation of microbial insecticides. Knowledge of biochemistry and plasmid biology/molecular genetics is desirable. Qualifications: Ph.D. in entomology or microbiology. Post doctoral experience preferred. Effective Employment Date: Immediately. Term of Employment: Up to 5 years. Salary: Negotiable and commensurate with qualifications and experience. Closing Date for Applications: July 1, 1982. Correspondence: Send applications, CV and the names and addresses of three references: Dr. G.G. Khachatourians, Department of Dairy & Food Science, John Mitchell Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

ENVIRONMENTAL STUDIES

UNIVERSITY OF WATERLOO. Faculty of Environmental Studies. (Subject to the availability of funds). Applications are being accepted for the position of Assistant or Associate Professor, probable joint appointment to the Methods and Design Centre and one of Architecture, Planning, or Geography. To teach, consult and conduct research in quantitative areas applied to environmental studies. Must demonstrate interest or involvement in multi or interdisciplinary studies with some combination of remote sensing, design, or economic aspects of development planning. Should have graphics, applied to environmental studies. A definite term appointment, proposed date of commencement, July to September, 1982. Apply to J.G. Nelson, Dean, Faculty of Environmental Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FINE ART

CONCORDIA UNIVERSITY. Faculty of Fine Arts. Art Educator. Subject to funding, the Faculty of Fine Arts, Concordia University has a full-time position available in the Department of Art Education. The appointment will commence June 1st, 1982. The appointee will be required to teach three courses per year from those offered at the Undergraduate, Diploma, M.A. and Ph.D. levels and supervise M.A. and Ph.D. Theses. Candidates should have a Doctorate in Art Education. Teaching experience at the University level is essential, and bilingualism (English/French) will be considered an asset. Rank and salary will be commensurate with the applicant's qualifications and experience. All letters of application must be accompanied by a complete curriculum vitae and the names of three persons who would be prepared to serve as references. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Please address all applications to: Dr. David Pariser, Chairman, Department of Art Education, Faculty of Fine Arts, Concordia University, 1395 Dorchester Blvd. West, Montréal, Québec, H3G 2M5.

UNIVERSITY OF TORONTO. Department of Fine Art/Graduate Department of History of Art. Applications are invited for a tenure stream appointment at the rank of assistant professor to commence July 1, 1983 (minimum salary at this rank for 1981-82 is $20,500). Ph.D. required. Major area of specialization must be Romanesque and Gothic architecture and/or sculpture. University level teaching experience and a record of scholarly publication appropriate to career status is expected. Applications accompanied by a curriculum vitae and names of three referees should be sent by May 30, 1982, to Professor R.P. Welsh, Chairman, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario, Canada. M5S 1A1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FORESTRY

UNIVERSITY OF TORONTO. Faculty of Forestry and Department of Botany. Forest Ecologist. Applications are invited for a tenure-stream position, available from July 1, 1982, at the University of Toronto in FOREST ECOLOGY. The appointment will be a joint one between the Faculty of Forestry and the Department of Botany. Applicants are expected to develop a significant research program in forest (plant) ecology and to develop graduate training programs, as well as to teach undergraduate classes. A doctoral degree and appropriate postdoctoral experience is required. An interest in the application of ecological methods to forest management and the facility to teach courses in silvics and quantitative vegetation ecology are desirable. The appointment will be made at the assistant professor level at a salary commensurate with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested and qualified individuals should submit a curriculum vitae and other relevant information. Three referees who are acquainted with the work of the applicant should be asked to forward letters of reference. These should be submitted to: The Chairman, Search Committee, Faculty of Forestry, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Deadline for applications is May 30, 1982.

FRENCH

UNIVERSITY OF NEW BRUNSWICK. French. Applications are invited for a possible tenure-track position (subject to budget restrictions) as assistant professor in the Department of French on the Fredericton Campus of the University of New Brunswick. Candidates should hold a Ph.D. in the field of French (or Applied) Linguistics Language Didactics (French) and should have a native or near-native command of French, together with experience in teaching French as a second language at the university level. The position requires teaching at graduate (MA) and undergraduate level in Linguistics as well as language improvement courses in French. The 1981-82 salary range is $23,002-$32,685 and will be increased as of July 1. Letter of application including full curriculum vitae and names of three references should be sent to: Professor Robert Whalen, Chairman, Department of French, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B. E3B 6E5. The appointment begins on July 1, 1982 with closing date for competition declared when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY, Halifax. French. The Department of Modern Languages and Classics, Saint Mary's University, is seeking two individuals, each of whom will teach one course in French (stipend $3,050.00) at the elementary and intermediate levels of language acquisition, for the period September 1982-April 1983. Candidates should have at least a Master's degree in French and/or suitable university teaching experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, including a curriculum vitae and the names of three referees, should be addressed to: Dr. A.J. Farrell, Chairman, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

GENETICS

UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. 2 Fellowship positions commencing June 1982. Applicants must have M.D. and preferably have finished some specialty training (Obs. & Gyns., Paeds., Internal Med., Family Practice). It is possible that a 2-year training program acceptable both for C.C.M.G. and F.R.C.P. may be undertaken. Interested applicants should send their resumés, with an up-to-date C.V. to Dr. J. Hall, Director of Clinical Services, Department of Medical Genetics, No. 235-5804 Fairview Crescent, The University of British Columbia, Vancouver, B.C. V6T 1W5. The University of British Columbia offers equal opportunity employment to qualified male and female candidates. Canadian citizens and landed immigrants will be given preference.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medical Genetics. Tenure track position at the Instructor level. The position is in a busy and expanding clinical genetics program and it involves screening of referrals and collecting of data pre-counselling, and follow-up studies. Will also provide counselling for routine prenatal diagnosis cases and will work with a nurse in organizing the overall clinical services. Teaching involvement at nursing and community level is mandatory. Research opportunities are available and participation is expected. Academic degree with some genetic background essential, and clinical experience preferred. Masters degree, B.Sc.N., or training as Genetics Associate would be appropriate. Please reply with C.V. and the names of 3 referees to: Dr. J. Hall, Director of Clinical Services, Medical Genetics-Clinical Unit, Grace Hospital, 4490 Oak Street, Vancouver, B.C. V6H 3V5. Position to commence September 1, 1982.

SHRINERS HOSPITAL FOR CRIPPLED CHILDREN. Genetics Unit. RESEARCH ASSOCIATE position available immediately for a Ph.D. with extensive experience in the molecular biology of connective tissue macromolecules. The successful candidate will initiate an active molecular biology program in co-ordination with existing research on the chemistry of collagen and other macromolecules in heritable disorders of connective tissue and bone metabolism. A tenure-track affiliation with McGill University at the Assistant Professor level can be considered for the qualifying individual. Salary will be commensurate with experience. Some internal funding will be immediately available, while the candidate is expected to be able to attract external funding for the expansion of his/her program. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent to: Dr. F.H. Glorieux, Genetics Unit, Shriners Hospital for Crippled Children, 1529, Cedar Ave., Montreal, P.Q., Canada, H3G 1A6.

UNIVERSITY OF BRITISH COLUMBIA, Vancouver, British Columbia. Department of Medical Genetics. Tenure track Faculty position for experienced Clinical Geneticist, Pediatrician, or Internist with Canadian College of Medical Geneticists certification or American Board of Medical Genetics certification, followed by at least 4 years of practical experience in a clinical service program. Applicants should submit a curriculum vitae to: Judith J. Hall, M.D., Clinical Genetics Unit, UBC, Grace Hospital, 4490 Oak Street, Vancouver, B.C. V6H 3V5. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates. *Canadian citizens and Landed Immigrants will be given preference.

GEOGRAPHY

TRENT UNIVERSITY. Department of Geography. Applications are invited for sessional positions to teach undergraduate courses from among: human geography, fluvial geomorphology, ecology of water pollution, quantitative methods and computer applications in geography. Two appointments will be made, one for 12 months and one for only part of academic year 1982-83. The breakdown of responsibilities from the above list and the terms of the appointments will depend on the quality of the applications. Candidates should indicate their preference and availability for either a full-year or a part-year appointment. Salaries will be at the Lecturer or Assistant Professor level depending on qualifications. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application, with curriculum vitae and the names of three referees should be sent to Professor C.H. Taylor, Chairman, Department of Geography, Trent University, Peterborough, Ontario, K9J 7B8.

CONCORDIA UNIVERSITY. Department of Geography. Sessional Appointment. A position is available for a sessional lecturer to teach three courses, mainly at the introductory level, in either Physical or Human Geography. Applicants should have a Ph.D. or ABD and have some teaching experience. Applications, including a curriculum vitae, with the names of three referees should be sent to: Dr. Brian Slack, Chairman, Department of Geography, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, H3G 1M8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Geography. Applications are invited for a one-year position (possibly renegotiable on basis of performance and available funding) at the Assistant Professor or junior Associate Professor Rank, beginning 1 July 1982. Fluvial geomorphologist/hydrologist required to teach courses in his own field and in quantitative methods. Ph.D. and good teaching and research records essential. Applications, complete with curriculum vitae and names of three referees should be sent to: Dr. R. Keith Semple, Head, Department of Geography, University of Saskatchewan, Saskatoon, Sask. S7N 0W0. Phone (306) 343-4302. Appointments will be made in accordance with Canadian immigration regulations.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Geography. Applications are invited for a position commencing July 1, 1982, at the Assistant Professor or Lecturer level. This is a contractually limited term appointment for one year (possibility of renewal). Applicants must be able to teach courses in climatology at different levels. The ability to teach quan-

titative methods, and biogeography or other courses in physical geography is desirable. Applications should be submitted by May 30, 1982, to: Dr. E. Relph, Geography, Division of Social Sciences, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, M1C 1A4. Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before considering other applications.

GEOLOGY/GEOLOGIE

UNIVERSITY OF REGINA. Department of Geology. One or two leave replacements at Assistant or Associate Professor level subject to 1982-83 budget, 12 month term from July 1, 1982, with possibility of a 12 month renewal. Ph.D. required, preferably in sedimentary, structural, or economic geology. 1982-83 salary ranges: $24,798 to $35,967 and $32,546 to $45,996 respectively. Preference given to candidates eligible for employment in Canada at time of application. Curriculum vitae, telephone number, and names of three references to Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2.

UNIVERSITY OF TORONTO. Department of Geology. A research associate is required to carry out research in audiofrequency magnetotelluric methods. The work involves field work, instrumental work and a knowledge of computing and interpretation techniques. The work will be in Toronto but field studies will be carried out in many different areas. Interpretation of the results will require a knowledge of inversion techniques. Requirements for the position include a Ph.D. in geosciences, considerable experience in magnetotellurics (at least 2 years), experience in programming, and an ability to carry out projects with minimum of four years, at a salary range of $14,000 to $18,000 per annum. This position is directed to Canadians or permanent residents. Please reply to: Professor D.W. Strangway, Department of Geology, University of Toronto, Toronto, Ontario, M5S 1A1.

UNIVERSITY OF OTTAWA. Department of Geology. Replacement or visiting professor on a 1-year renewable contract, to teach introductory Geology in French. Other duties to fit speciality of applicant. Ph.D. required; minimum salary $24,517 (base of assistant scale). Participation in research and graduate programme expected — this programme has been combined recently with that at Carleton University to form the Ottawa-Carleton Centre for Geoscience Studies. Preference will be given to Canadian citizens and landed immigrants. Closing date for applications: May 31, 1982.

UNIVERSITE D'OTTAWA. Département de Géologie. Professeur invité ou remplaçant, contrat d'un an, renouvelable, pour enseigner, la géologie générale en français. Autres tâches seront à déterminer d'après la spécialisation des candidats. Ph.D. ou équivalent exigé; salaire minimal $24,517 (base du niveau adjoint). La participation au programme d'études supérieures et de recherche est attendu — ce programme est combiné avec celui de l'Université Carleton pour former le Centre d'études géoscientifiques d'Ottawa-Carleton. Préférence sera donnée aux citoyens canadiens et immigrants reçus. Date de fermeture des applications: 31 mai 1982.

HISTORY

YORK UNIVERSITY. Department of History. Faculty of Arts. Applications are invited for a one- or two-year contractually limited appointment (leave replacement) at the rank of Assistant Professor. Ph.D. required, and teaching experience and some publications desirable. Major undergraduate teaching responsibilities in Canadian social and economic history (19th and 20th centuries), with a secondary interest in American history and/or Canadian-American relations. Salary dependent on qualifications and experience. The appointment will begin **July 1, 1982.** Applications, including a curriculum vitae and the names of three referees, should be sent to Professor Susan E. Houston, Chairmen, Department of History, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3, by May 31, 1982. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

LANGUAGE PROGRAMMING

UNIVERSITY OF MANITOBA. Language Programming. The Continuing Education Division of the University of Manitoba invites applications for the position of coordinator of language programs. Candidates should hold a doctorate in the romance languages with specialization in French and two or more years of successful teaching at the post-secondary level. Experience in the design, development and administration of language-based continuing education programs is required. Ability to develop and administer, on an annual basis, a national residential language program is essential. Familiarity with ESL programs desirable. The University encourages applications from women and men. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Rank: Instructor. Salary range: $21,895-$25,000. Applications including curriculum vitae should be sent to Dr. T.R. Morrison, Dean, Continuing Education, University of Manitoba, Winnipeg, Manitoba, R3T 2N2, by May 31, 1982.

LIBRARY

THE UNIVERSITY OF MANITOBA. Libraries. Extension Librarian, Medical Library. Salary: General Librarian, minimum: $18,460.00; Assistant Librarian, minimum; $22,861.00 There is a two year probationary period. The incumbent reports to the Head, Medical Library, and is responsible for providing province wide library service to Physicians and where possible to other Health Workers in Manitoba. The extension service is a heavily used outreach program, and provides a consultative service for small health Libraries throughout the province. New programs in support of continuing education are developed as required. There is also some shared responsibility for general reference service to the users of the Medical Library service. Although based in the Medical Library, the incumbent is required to travel through Manitoba. Qualifications: A degree from an accredited Library School, knowledge of medical literature, and experience with on-line systems. Applicants should have good human relations skills, problem-solving ability, technical knowledge and initiative, and must be willing and able to travel throughout Manitoba. Both men and women are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents. Submit résumé, including the names of three references and salary requirements, by May 31, 1982, to: K. Roy Bonin, Assistant Director for Administrative Services, (Libraries), Elizabeth Dafoe Library, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

LINGUISTICS

YORK UNIVERSITY. Linguistics. Tenure stream position in linguistics; assistant or associate professor. Ph.D. and teaching experience required. Teaching of undergraduate courses only. In addition to introductory courses for specialists and non-specialists, candidates should be able to teach courses in four or more of the following areas: phonology, syntax, historical linguistics, history of English, history of Romance language family, field methods, structure of English, sociolinguistics, semantics, phonetics, acoustic phonetics, child language acquisition. Salary commensurate with experience. Commencing July 1, 1982 or July 1, 1983, subject to the availability of the candidate and the needs of the programme. Application deadline June 23, 1982. The department expects to have completed all interviews and to have reached a decision by June 30, 1982. Applicants should arrange to have curriculum vitae, three letters of recommendation, attestations as to demonstrated teaching skill and transcripts sent directly to: Robert Fink, Department of Languages, Literatures and Linguistics, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS/STATISTICS

UNIVERSITY OF WINDSOR. Department of Mathematics. The Department of Mathematics invites applications for a tenure-track position in Statistics effective July 1, 1982. Applicants should provide evidence of excellence and experience in research and teaching in Statistics, particularly Applied Statistics. Rank and salary commensurate with experience and demonstrated research capability, subject to budgetary constraints. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants should provide an up-to-date curriculum vitae and arrange for three letters of reference to be sent: Chairman, Department of Mathematics, University of Windsor, Windsor, Ontario, N9B 3P4, Canada.

UNIVERSITY OF ALBERTA. Department of Statistics and Applied Probability. The Department of Statistics and Applied Probability, University of Alberta, anticipates at least one visiting appointment in any area of Statistics or Probability, for the 1982-83 academic year. Rank: Assistant or Associate Professor, salary range: $28,000-$40,000/annum. Deadline for applications: June 1, 1982. The University is an equal opportunity employer but, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested individuals should send a vitae to: Dr. J.R. McGregor, Department of Statistics and Applied Probability, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1.

UNIVERSITY OF NEW BRUNSWICK. Department of Mathematics and Statistics. One year appointment commencing July 1, 1982 subject to budgetary approval. Ph.D. preferred. Duties include undergraduate teaching and research. Send an up-to-date vitae and the names of 3 referees to Dr. Gordon R. Mason, Chairman, Dept. of Mathematics and Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, E3B 5A3. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and legal residents of Canada.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Mathematics. The University of Toronto, Erindale College, Department of Mathematics has a vacancy for a one year appointment at the renk of Instructor. Ph.D. end evidence of excellence in teaching and research is required. Duties will consist of teaching and research. Salary range for this level is expected to be $20,000-$28,000 (12 months) depending on qualifications and experience. Applicants should submit an up-to-date curriculum vitae with their letter of application and arrange to have three letters of reference submitted directly to: Professor Thomas Bloom, Department of Mathematics, Erindale College, University of Toronto, Mississauga Road, Mississauga, Ontario, L5L 1C6. The appointment will commence July 1, 1982, but a sessional appointment (September to May) can be arranged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for application is June 15, 1982.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Mathematics. The University of Toronto hes a vacency for a one yeer appointment at the rank of Assistant Professor. Ph.D. and evidence of excellence in teaching and research is required. Duties will consist of teaching and research. Salary range for this level is expected to be $23,000 to $32,000. Applicants should submit an up-to-date curriculum vitae with their letter of application and arrange to have three letters of reference submitted directly to: Professor Thomas Bloom, Department of Mathematics, Erindale College, University of Toronto, Mississauga Road, Mississauga, Ontario, L5L 1C6. The Appointment will commence July 1, 1982. Closing date for applications is June 15, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

QUEEN'S UNIVERSITY. Faculty of Medicine. School of Rehabilitetion Therepy. Physical Therapy Position. Applications are invited for a tenure stream position in the Division of Physical Therapy which becomes available on 1 September, 1982. The successful applicant will hold a graduate degree in a physical therapy or related field, and will be eligible for Ontario licensing as a physiotherapist. The major teaching responsibility will be in the area of cardiopulmonary rehabilitation, with other duties being assigned by the Head of the Division. The appointment will be made at the Assistant Professor level; salary will be commensurate with qualifications and experience. Candidetes of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, together with a curriculum vitae and the names of three referees, should be submitted by 4 June, 1982 to: Mr. B. Pickles, Director, School of Rehabilitation Therapy, Faculty of Medicine, Queen's University, KINGSTON, Ontario, K7L 3N6. TEL: 613-547-3232.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Anaesthesie. University Title: Associate Professor. Hospital Department: Anaesthesia, Women's College Hospital. Hospital Title: Anaesthetist-in-Chief. Qualifications Required: M.D., F.R.C.P.(C). Nature of Duties: Co-ordinate Clinical activity of department of teaching hospital. Assign teeching duties to staff for undergraduate and postgraduate program. Develop, through recruitment, staff with special research interest in area of obstetrical and perinatal anaesthesia. Salary: Commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Secretary, Search Committee for Anaesthetist-in-Chief, Women's College Hospital, Room 222, 76 Grenville Street, Toronto, Ontario, M5S 1B2. Effective Date of Appointment: July 1, 1982. Type of Appointment: Clinical Appointment — Annual. Closing Date for Receipt of Applications: May 30, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Occupational and Environmental Health. University Title: Assistant/Associate Professor. Hospital Department: St. Michael's. Hospital Title: Associate, Scientific Staff. Qualifications Required: B.Sc. in oure or biological science; M.Sc. in Industrial hygiene, and Ph.D. or equivalent degrees with publications, and an established record of research in the area of chemical and physical hazards in the workplace. Certification by the American Boerd of Industrial Hygiene. Nature of Duties: Undergraduate and graduate teaching in industrial hygiene, independent research and supervision of student research projects. Salary: Commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Professor J.R. Nethercott, Director of the Occupational and Environmental Health Unit, Division of Community Health, Faculty of Medicine, University of Toronto, Toronto, Ontario, M5S 1A8. Applications should include a recent curriculum vitae and three (3) nemes of references. Effective Date of Appointment: August 1, 1982. Type of Appointment: Tenure/Tenure Stream. Closing Date for Receipt of Applications: June 30, 1982. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens end permanent residents.

McGILL UNIVERSITY. McGill Cancer Centre. Postdoctoral Position available immediately in glycoprotein biochemistry. Projects include (1) biosynthesis of lipid intermediates; (2) characterization of processing glycosidases; (3) changes in biosynthesis end structure of cell surfece glycoproteins related to growth, differentiation and malignancy. Send C.V. and names of three references to: Dr. Annette Herscovics, McGill Cancer Centre, 3655 Drummond St., Montreal, P.O., Canada, H3G 1Y6.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Pathology. University Title: Professor. Hospital Department: Anatomic Pathology. Hospital Title: Staff Pathologist. Qualifications Required: Candidates must be certified in neuropathology and eligible for Ontario licensure. They should have demonstrated excellence in teaching, research, and diagnostic neuropathology and should possess recognized administrative ability. Nature of Duties: The successful candidate will be expected to direct undergraduate, graduete and residen-

cy teaching programs, participate in diagnostic neuropathology service, and to develop an independent research program in neuropathology. Salary: commensurate with experience and qualifications. Person to Whom Enquiries Should be Sent: Dr. E. Farber, Chairman, Department of Pathology, University of Toronto, 100 College Street, Banting Institute, Toronto, Ontario, M5G 1L5. Effective Date of Appointment: July 1, 1982. Type of Appointment: Clinical Appointment — annual. Closing Date for Receipt of Applications: May 30, 1982. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. School of Rehabilitation Medicine. Applications are invited from Canadian citizens and other permanent residents for a tenure stream position in the Division of Physiotherapy. Candidates must have relevant graduate education qualifications, clinical and academic experience and be eligible for membership in the Canadian Association of Physiotherapists. Teaching experience or expertise in two of the following areas is required to provide instruction in the undergraduate and future graduate programs — electrotherapy, anatomy exercise therapy or respirology. Rank and salary will commensurate with qualifications and experience. Applications, curriculum vitae, and the names of three referees should be submitted to: School of Rehabilitation Medicine, IRC 328, University of British Columbia, Vancouver, B.C. V6T 1W5, Canada. (604) 228-4481.

UNIVERSITY OF SASKATCHEWAN. Division of Geriatric Medicine. Assistant Professor or Lecturer. Physicians with higher qualifications in medicine and training or experience in geriatric medicine are invited to apply for a full time academic position in the Division of Geriatric Medicine, University of Saskatchewan, and Department of Geriatric Medicine, University Hospital, Saskatoon, commencing July 1, 1982. For further information please contact Duncan Robertson F.R.C.P.(C), Box 85, University Hospital, Saskatoon, Saskatchewan, Canada, S7N 0X0.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Dairy & Food Science. Professional Research Associates. Two positions are available for research in the area of bioinsecticides as a part of a Biotechnology Project. Both require principal scientists with a Ph.D. and direct experience in microbial insect pathogens, insect physiology and pathology, or a practical experience in the formulation of microbial insecticides. Knowledge of biochemistry and plasmid biology/molecular genetics is desirable. Qualifications: Ph.D. in entomology or microbiology. Post doctoral experience preferred. Effective employment date: Immediately. Term of Employment: Up to 5 years. Salary: Negotiable and commensurate with qualifications and experience. Closing date for Applications: July 1, 1982. Correspondence: applications, CV and the names and addresses of three references to: Dr. G.G. Khachatourians, Department of Dairy & Food Science, John Mitchell Building, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0 Canada.

MUSIC

ST. FRANCIS XAVIER UNIVERSITY. Music Department. Rank — Artist in Residence for Jazz Studies Program. Qualifications — Degree(s) plus professional performance experience. Duties — teaching of acoustic and electric bass, plus some other area of expertise such as composition, theory, arranging, improvisation, combo or big band directing. Knowledge and proficiency on guitar would also be to an applicent's advantage. In addition to the teaching responsibilities, applicants will be required to perform with the resident F.X. Faculty Jazz Quintet. Salary to commensurate with experience and qualifications. Date of appointment — September 1, 1982. Deadline for applications — when position is filled. Applications should be addressed to Professor Donald R. Hughes, Director of Jazz Studies, St. Francis Xavier University, Antigonish, Nova Scotia, Canada. B2G 1C0. Applications should contain a curriculum vitae together with the names of three references and an audition tape. In accordance with Canadian government immigration requirements, this ad is directed to Canadian Citizens and permanent residents.

NATIVE STUDIES

THE GABRIEL DUMONT INSTITUTE OF NATIVE STUDIES AND APPLIED RESEARCH. The Gabriel Dumont Institute of Native Studies and Applied Research, is an independent educational institute serving the educational needs of the Metis and Non-Status Indians of Saskatchewan. It began its operations in the Spring of 1980. At present we have a staff of thirty-five people. We operate Teacher Education Programs in three urban centres; we also have a Library/Resource Centre; Curriculum-Research Branch; Community/Adult Education Sector; and Field Staff. We have openings for a number of people with expertise in the area of Native Studies and Cross-cultural education to serve as Faculty within the Institute. The primary duties will be teaching Native Studies and/or Cross-cultural education classes at a post-secondary level. The secondary duties will include playing a large role in cultural/historical research including oral history activities and assisting in curriculum development projects within the Institute. We have immediate openings for at least one position with the remaining positions starting in the summer or fall of 1982. We have a comprehensive personnel package with salaries which compare favorably with other post-secondary institutions. We invite applications from all interested candidates. Please forward applications to: Dr. Kenn Whyte, Executive Director, or Dr. Walter Currie, Assistant Director, Gabriel Dumont Institute of Native Studies and Applied Research, No. 300 [illegible] Avenue, Regina, Saskatchewan, S4P 0K6.

NEAR EASTERN STUDIES

UNIVERSITY OF TORONTO. Near Eastern Studies. The Department of Near Eastern Studies intends to fill a tenure stream position in Egyptian Language and Literature. Candidates must be trained in Egyptian philology and linguistics, with a broad background in a related area, e.g. Semitics, Classics, History, capable of teaching all phases of Egyptian language at the undergraduate and graduate levels, and prepared to teach in the related fields of literature and history. Applicants must hold Ph.D. or equivalent. At least base salary for an Assistant Professor (currently $20,500). Send enquiries, curriculum vitae, names of three referees to the Chairman, Department of Near Eastern Studies, University of Toronto, Toronto, Ontario, M5S 1A1. Effective July 1, 1983. Deadline June 30, 1982. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

NURSING

UNIVERSITY OF BRITISH COLUMBIA. School of Nursing. Two senior and several junior faculty positions will be available from July 1982 and applications are invited from qualified candidates. For the senior positions, a doctoral degree is desirable and experience in the clinical field and in teaching are required as well as research experience. For the junior positions, a minimum of a master's degree in nursing and some clinical experience are required. Candidates must be eligible for registration with the [illegible] and rank depend on experience and qualifications. Write to Dr. Marilyn Willman, Director, School of Nursing, University of British Columbia, 2194 Health Sciences Mall, Vancouver, B.C. V6T 1W5.

UNIVERSITY OF MANITOBA. School of Nursing. Applications are invited for faculty positions, at the rank of Lecturer, Assistant Professor or Associate Professor, to teach in both the baccalaureate program and the master's program. Candidates must have a Doctorate or Masters degree in Nursing. Preference will be given to candidates with demonstrated competence in both teaching and research. These are term positions and subject to funding. Salary and rank commensurate with qualifications and professional achievements. Both men and women are encouraged to apply. In accordance with Canadian Employment and Immigration policy, consideration in the first instance will be given only to Canadian citizens and permanent residents. Positions are available for September, 1982. The deadline for applications is June 1, 1982. Applicants should forward their curriculum vitae and the names of three references to: Miss June Bradley, Director, School of Nursing, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

OPTOMETRY

UNIVERSITY OF WATERLOO. School of Optometry. Applications are being accepted for the position of Assistant, Associate or full Professor (theoretical and optometrical optics). Possession of O.D. and Ph.D. desirable but candidates with other degrees will be considered. Evidence of research activity of high quality. Teach in undergraduate (O.D.), graduate (M.Sc., Ph.D.) and clinical programs. Rank and salary to be commensurate with qualifications and experience. Effective date of appointment: 1 July 1982 or later. Respond to Dr. Walwyn S. Long, Director, School of Optometry, University of Waterloo, Waterloo, Ontario. N2L 3G1. Closing date for receipt of applications is December 31, 1982. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PATHOLOGY

McMASTER UNIVERSITY. Pathology. The Department of Pathology invites applications at a level of Assistant Professor. Candidates should have a broad training in lipid metabolism in relation to atherosclerosis and lipoprotein interaction with the normal and altered arterial wall. Preference will be given to those with expertise in lipoprotein metabolism and structural proteins of the vessel wall. Applications, including curriculum vitae should be submitted to Dr. John Bienenstock, Chairman, Department of Pathology, Room 2N15, Health Sciences Centre, McMaster University, 1200 Main Street, West, Hamilton, Ontario. L8N 3Z5.

PHARMACY

UNIVERSITY OF MANITOBA. Faculty of Pharmecy. Applications are invited for a position as Assistant or Associate Professor of Pharmaceutical/Medical Chemistry. Candidates should have a B.Sc. (Pharmacy) degree and a Ph.D. in pharmaceutical chemistry or related areas. The position involves undergraduate teaching of medicinal chemistry, some toxicology and possibly some elementary analytical chemistry, and development of a research program. A knowledge of pharmacology and drug metabolism would be an advantage. The appointment is for a term position, but a probationary appointment is negotiable, depending upon the qualifications and experience of the applicant. Both women and men are encouraged to apply. In accordance with Canadian Employment and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The position is available July 1st, 1982, or as soon thereafter as possible. Applicants should forward curriculum vitae and the names of three referees to: Dr. J.W. Steele, Dean, Faculty of Pharmacy, University of Manitoba, Winnipeg, Manitoba, Canada. R3T 2N2.

DALHOUSIE UNIVERSITY. College of Pharmacy. Assistant professor of Pharmacokinetics. Applications are invited for this full-time tenure-track position. The successful candidate will be expected to teach pharmacokinetics to both undergraduates and graduate students and to maintain an active research programme. Co-operation with existing staff in developing and conducting clinical research projects is encouraged. A Ph.D. degree is required; post-doctoral research and/or teaching experience in the area of clinical pharmacokinetics are desirable. The position is available from July 1, 1982, or as soon as possible thereafter. Applications, including a curriculum vitae, short description of research interest and names of three referees, should be sent to: Dr. David K. Yung, Director, College of Pharmacy, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, Canada. In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The closing date for receiving applications is six weeks after this advertisement appears.

PHYSICS

THE UNIVERSITY OF WESTERN ONTARIO. Department of Physics. CONDENSED MATTER/SURFACE PHYSICS. The Physics Department, The University of Western Ontario, invites applications for a faculty position in the field of condensed matter physics with specific emphasis on surface phenomena. The position is subject to the availability of funds. The appointment may be tenure-track or tenured depending on experience and qualifications in teaching and research. Applications, including a curriculum vitae, list of publications and the names of three references should be sent before July 1, 1982 to Professor W.P. Alford, Physics Department, The University of Western Ontario, London, Ontario N6A 3K7. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Physics. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resumé and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CONCORDIA UNIVERSITY. Department of Physics. Applications are invited for a one year leave replacement position at the Assistant Professor level for the period 1 July 1982 to 31 May 1983. Duties will include teaching at the undergraduate level and research collaboration in Quark Phenomenology. Three years of post doctorate background in theoretical high energy physics is required. Salary will be at the assistant professor floor level. Please send curriculum vitae and names of three referees to Dr. M.S. Dubas, Chairman, Department of Physics, Concordia University, 1455 de Maisonneuve Blvd., W., Montréal, Québec H3G 1M8. Closing date for applications is 1 June 1982. In accordance with Canadian immigration requirements, this ad is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Political Science. Applications are invited for a replacement position at the assistant professor level for one year (with the possibility of renewal for an additional year), commencing July 1, 1982. Specialization in Urban Politics with secondary interests in Public Administration, Political Behavior, Comparative Government or Canadian Foreign Policy. Interested candidates should write by June 1, 1982 to: Professor E. Andrew, Assistant Chairman, Political Science, Division of Social Sciences, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario. M1C 1A4. Under current Department of Employment and Immigration regulations, advertisements for faculty positions are directed in the first instance to the attention of those individuals who are legally entitled to work permanently in Canada at the time of advertising.

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. Experienced Academic Psychiatrists. **Geriatric Psychiatrist:** To provide leadership in developing the services, teaching and research in geriatric psychiatry. Applicants should be experienced in the practice of general and geriatric psychiatry, teaching geriatric psychiatry, teaching research methodology, and establishing collaborative research projects. **Psychopharmacologist (Psychiatrist):** To provide leadership in developing the services, teaching, and research in psychopharmacology. The successful candidate would be expected to promote collaborative research between clinicians and neuroscientists, and contribute to the positron emission tomography program. Applicants should be experienced in the practice of general psychiatry, psychopharmacology, and teaching, and establishing collaborative research projects. **Clinical Research Psychiatrists:** The positions will involve clinical care of patients on an inpatient service and its corresponding outpatient unit. Some of the successful candidates will help to establish a clinical computing centre. Applicants should be experienced in the teaching of clinical psychiatry, teaching research methodology, and establishing collaborative research projects. Applicants should be eligible for medical licensure in British Columbia. Rank and salary will be according to qualifications and experience. Appointments are subject to the availability of funds and the agreement of the President with the Board of Governors. Requests for further information, or applications (with **curriculum vitae**) should be addressed to **Neil Yorkston, FRCP(C), Professor and** Head, Department of Psychiatry, The University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C. V6T 2A1. Telephone: (604) 228-7310. Replies are requested within 30 days. The University of British Columbia offers equal opportunity for employment to qualified male and female candidates.

PSYCHOLOGY

ST. FRANCIS XAVIER UNIVERSITY. Psychology. The Psychology Department at St. Francis Xavier University invites applications for a limited term appointment as a sabbatical replacement for the 1982-83 year. The candidate should have a Ph.D. and be prepared to teach Developmental and either Learning or Perception/Cognition. Although the primary responsibility of the appointment is teaching, the successful candidate will have access to the department's research facilities to conduct his/her research program. Salary is negotiable and is in accordance with previous experience. Interested candidates should send their curriculum vitae and arrange for three letters of reference to be sent to: Dr. M. Schwartz, Chairman, Department of Psychology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Applications are invited for a two-year term appointment at the Assistant Professor level (Salary range 1980-81, $21,120 to $27,144), effective July 1, 1982. Applicants in the area of applied-social psychology are especially encouraged, but all applications will be considered. Send curriculum vitae and three letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, S7N 0W0.

McGILL UNIVERSITY. Psychology. The Department of Psychology expects to make a tenure track appointment at the assistant professor level starting September 1982 in the area of clinical psychology, subject to budgetary confirmation. We are looking for an outstanding candidate with a good background of independent research and an interest in teaching. (Persons who have not already obtained the Ph.D. or do not have a record of independent research are not encouraged to reply.) This is a congenial department that values interaction among staff members in the various areas of psychology. Anyone wishing to apply is requested to send a curriculum vitae, copies of recent research papers and a two-page statement describing research in progress or future research plans. The candidate should also have three confidential letters of recommendation sent to the Chairman. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to P. Milner, Chairman, Department of Psychology, McGill University, 1205 Ave. Dr. Penfield, Montreal Que., H3A 1B1.

SIMON FRASER UNIVERSITY. Department of Psychology. Applications are invited for an eight month or one year, limited term appointment in clinical psychology beginning September 1, 1982. Applicants must have a Ph.D. in clinical psychology (with special interests in assessment, intervention or evaluation), research accomplishments and teaching and clinical experience. Responsibilities include teaching at both the graduate and undergraduate levels and supervision of student research. Salary is commensurate with qualifications and experience, but is limited to the midlevel of the Assistant Professor range. Candidates should send a complete curriculum vitae and three letters of reference to Dr. William Krane, Associate Chairman, Department of Psychology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Canadian immigration regulations require that applications from Canadian citizens and permanent residents of Canada be assessed before those from other persons.

WILFRID LAURIER UNIVERSITY. Psychology. The Department of Psychology, Wilfrid Laurier University, invites applications for a one year limit term appointment, beginning July 1, 1982. Area of specialty is open but the candidate may be expected to teach courses at both the graduate and undergraduate levels. The Department has two graduate programmes at the Masters level — one in Social Community Psychology, and one in General-Experimental Psychology. Rank and salary will be commensurate with qualifications and experience. Candidates should submit curriculum vitae and the names of three referees to Dr. R. Muncaster, Dean of Arts and Science, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MOUNT SAINT VINCENT UNIVERSITY. Psychology. Department of Psychology invites applications for a full-time position in the area of social or developmental psychology with an interest in aging. Responsibilities will be to teach undergraduate course in gerontology, to develop community programs and to undertake an active research program in gerontology. Qualifications: Ph.D. and teaching experience. Rank and salary in accordance with qualifications and experience. The position will commence July 1, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and the names of three references to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. Closing date for applications: May 30, 1982.

PUBLIC ADMINISTRATION

CARLETON UNIVERSITY. Public Administration. One-year term appointment at the Assistant level, subject to budgetary approval. Ph.D. in Economics, Political Science or other relevant discipline and actively engaged in public policy research. M.A. level teaching. Apply to Professor Allan M. Maslove, Director, School of Public Administration, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6.

SCIENCE

UNIVERSITY OF NEW BRUNSWICK, SAINT JOHN CAMPUS. Division of Sciences. Applications are invited for a position as Instructor available on July 1, 1982. Minimum qualification is a B.Sc. (Physics Major). The successful candidate will be expected to conduct laboratories at the first and second year level. Salary range for 1981-82 is $17,458 - $21,615. Initial appointment is for a one-year term, with the possibility of renewal. This position is subject to final budget approval. Applicants should send their application including a curriculum vitae and the names and addresses of three referees to: Dr. I.R. Cameron, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L5. Closing date 30 May 1982.

SECOND LANGUAGES/ LANGUES SECONDES

UNIVERSITY OF OTTAWA. Centre for Second Language Learning. (Subject to budgetary approval and approval by the Board of Governors). The Centre for Second Language Learning is seeking one of the following: 1) Academic rank professor (rank and salary commensurate with qualifications and experience). Candidate sought with particular expertise in most current approaches and in innovative methodology in TESL/TFSL. Interest in curriculum development also desirable. Candidate should have following qualifications: possess Ph.D. or equivalent, be bilingual (English - French), be able to work with teachers and TESL/TFSL students, be thoroughly familiar with most important trends in second language teaching. OR 2) Teacher of English as a Second Language. Qualifications: M.A. or Ph.D. in the TESL or related discipline; minimum of 2 years experience in TESL at the University level; able to communicate in French; able to teach language and do research in language teaching/acquisition; expertise in curriculum development; additional expertise in testing and teacher-training advantageous. For both positions: Starting date: July 1, 1982. Applications received until May 30th, 1982. Send Curriculum Vitae and names of 3 referees to: Dr. Philip Hauptman, Director, Centre for Second Language Learning, University of Ottawa, 600 King Edward, Ottawa, Ontario, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ D'OTTAWA. Institut de langues vivantes. Sujet à disponibilité budgétaire et à l'approbation du Bureau des gouverneurs, l'Institut de langues vivantes cherche un professeur de rang académique (rang et salaire selon les qualifications et l'expérience). On cherche un(e) candidat(e) avec expertise en didactique des langues secondes, français et/ou anglais: approches les plus courantes, méthodologies nouvelles en particulier. Intérêt dans le développement du curriculum également souhaitable. Profil du/de le candidat(e): être détenteur d'un doctorat ou l'équivalent, bilingue (français - anglais), pouvoir travailler avec des professeurs et des étudiants aux programmes d'enseignement du français (ou d'anglais) langue seconde, être à la fine pointe des grandes tendances en enseignement des langues secondes. Début du contrat: le 1er juillet 1982. Date limite du concours: le 30 mai 1982. Faites parvenir votre curriculum vitae et les noms de 3 répondants à: Dr Philip Hauptman, directeur, Institut de langues vivantes, Université d'Ottawa, 600 King Edward, Ottawa, Ontario, K1N 6N5. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

SLAVIC STUDIES

UNIVERSITY OF TORONTO. Department of Slavic Languages and Literature. Russian Language Tutor — one year contract. Native speaker of Russian with a graduate degree and with substantial experience of teaching undergraduate Russian languages courses. To teach Russian Languages up to advanced undergraduate levels; willingness and ability to develop extracurricular activities. Salary: $17,000 minimum. Apply to Professor Lubomir Dolezel, Chairman, Department of Slavic Languages and Literatures, University of Toronto, Toronto, Ontario, M5S 1A1. Position starts: July 1, 1982. Application closes: May 31, 1982. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL SCIENCE

YORK UNIVERSITY. Social Science. Subject to the availability of funds, applications are invited for a one-year contractually limited appointment (sabbatical replacement). Ph.D. or equivalent required. Specialties required: 1) Canadian social history or Canadian political economy; 2) Canadian labour studies or Canadian legal history or Canadian educational history. Appointment is effective July 1, 1982. Curriculum vitae and the names of three referees should be sent to Professor Tom Traves, Chairman, Division of Social Science, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3. Immigration regulations require that only Canadians or permanent residents of Canada need apply for this position.

SOCIOLOGY/ANTHROPOLOGY

CARLETON UNIVERSITY. Department of Sociology & Anthropology. Sessional Lecturer required, Summer 1982. The Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, requires a Sessional Lecturer to teach a second year undergraduate course in Criminology covering criminal behaviour in modern society, with special emphasis on interdisciplinary theories of causation, the relationship of crime and the social structure, and policies and programmes by which society reacts to crime. This course is scheduled for the day division, July 5 to August 17. Applications should be forwarded to: Professor G. Irving, Chairman, Department of Sociology and Anthropology, Carleton University, Ottawa, Ontario, K1S 5B6. Qualifications: Ph.D. and several years of related teaching experience. Application deadline: May 30, 1982.

UNIVERSITY OF ALBERTA. Department of Sociology. Applications are invited for a tenure-stream Assistant Professor position, effective July 1, 1983. All specialties will be considered. Ph.D. and Canadian experience required. Minimum starting salary $27,720 (subject to scale increase July 1983). The University of Alberta is an equal opportunity employer, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Forward applications, including curriculum vitae and names of three references to: Dr. Robert Silverman, Chairman, Department of Sociology, University of Alberta, Edmonton, Alberta, T6G 2H4. Applications will be accepted until September 1, 1982, or when the position is filled.

ST. FRANCIS XAVIER UNIVERSITY. Department of Sociology & Anthropology. Deviance, Criminology and one other substantive area are required for a possible tenure track position in the department. Ph.D. or near required. Starting date September 1, 1982. Vitae and the names of three references should be directed to Dr. Winston Jackson, Chairman, Department of Sociology & Anthropology, St. Francis Xavier University, Antigonish, Nova Scotia, B2G 1C0.

UNIVERSITY OF TORONTO. Erindale College. Department of Sociology. Applications are invited for an Assistant Professor for a one-year contractually limited appointment at Erindale College, and/or sessional appointments (conditional upon funding being available). Ph.D. preferred. Areas of undergraduate teaching will be some combination of: Introductory Sociology, Ethnic Relations, Canadian Society, Power and Organization, Religion, Socialization. Starting date July 1, 1982, application deadline May 31, 1982. Please send c.v. and three letters of reference to Professor Bernd Baldus, Chairman Staffing Committee, Department of Sociology, University of Toronto, 563 Spadina Avenue, Toronto, Ontario M5S 1A1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SAINT MARY'S UNIVERSITY. Department of Sociology. The Sociology Department of Saint Mary's University is inviting applications for a probationary appointment beginning in September 1, 1982. Area of specialization is open. A Ph.D. and teaching experience is preferred. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Rank and salary are open and will be based on qualifications and experience. Applications should be sent to: Dr. M. Patricia Connelly, Chairperson, Sociology Department, Saint Mary's University, Halifax, Nova Scotia. B3H 3C3.

SURVEY SCIENCE

UNIVERSITY OF TORONTO, ERINDALE CAMPUS. Survey Science. University of Toronto, (Erindale Campus) is accepting applications for a position of research associate in Survey Science. A post-graduate degree, preferably a Ph.D. in surveying, is required. The candidate will conduct research in geodesy relying heavily on the use of different computer systems. Thorough knowledge of geodesy, numerical analysis, geometrical strength analysis of networks and computers is expected. The salary range for research associate is $18,000 to $28,000. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of the position is subject to final budget approval. Applications, including detailed curriculum vitae, publication list and names of three referees, should be submitted before June 1, 1982, to Dr. P. Vanicek, Survey Science, University of Toronto, Erindale Campus, Mississauga, Ontario, L5L 1C6.

UNIVERSITY OF TORONTO. Survey Science. University of Toronto, (Erindale Campus) is accepting applications for tenure stream position at the assistant professor level. A Ph.D. or equivalent is required. The candidate will be expected to teach and conduct research in one or more of the following fields: geodesy, photogrammetry, boundary surveys, precision surveys, remote sensing, cartography, digital mapping, hydrography. The assistant professor salary range is expected to be about $23,000 to $32,000, starting July 1, 1982. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including detailed curriculum vitae, publications list and names of three referees should be submitted before June 30, 1982 to Professor R.C. Gunn, Survey Science, University of Toronto, Erindale Campus, Mississauga, Ontario, L5L 1C6.

THEATRE

CONCORDIA UNIVERSITY. Theatre. Studio Technician. Duties: To assist the technical director in all operations associated with the preparations and running of theatre department productions such as training of student technical crews in the proper use of theatre equipment, techniques and procedures; maintaining theatre plant(s) and equipment; assisting the scenography faculty with student labs and projects; establishing and ensuring the maintenance of a high standard of operation. Qualifications: professional DEC in theatre arts equivalent in education and/or experience, training and experience in theatre graphics, carpentry, property construction, scenic painting, maintenance, working knowledge of metals, plastics and electronic technology; knowledge of materials purchasing and control; interested candidates are invited to submit appfications in writing or to contact the employment officers listed below. Elaine Comartin (514) 879-8116 or Helen Raspin (514) 879-4521, Concordia University, Sir George Williams Campus, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

DALHOUSIE UNIVERSITY. Theatre. Dalhousie University, Department of Theatre expects to make an appointment at the rank of Lecturer for 1982-83. The successful candidate will have expertise in the area of developmental drama and will also teach introductory theatre classes. Minimum qualifications will be an M.A. or M.F.A. and some previous teaching experience at the university level. Salary range $20,000 - $24,000. Deadline for applications will be May 31, 1982. Applications shall be addressed to: Chairman, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UROLOGY

QUEEN'S UNIVERSITY. Department of Urology. Applications are invited for a full-time position in the Department of Urology at Queen's University. The successful applicant will have responsibility for teaching in an established postgraduate programme involving clinical practice and administration. There are excellent opportunities for basic and clinical research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae with names of three referees to: Dr. A. Morales, Acting Head, Department of Urology, Queen's University, Kingston, Ontario, K7L 2V7.

WOMEN'S STUDIES

UNIVERSITY OF TORONTO. Women's Studies. Applications are invited for a full-time, renewable tutorship in Women's Studies. Applicants must have a Ph.D. and considerable teaching experience in a field of the humanities, behavioural or social sciences relating to women's studies. A background in feminist theory and interdisciplinary perspectives is desirable. Duties will include teaching in the programme's core courses, assisting in the administration of the programme and in the counselling of students. Starting salary comparable to the rank of assistant professor. A curriculum vitae and three letters of reference should be sent to Dr. Sylvia Van Kirk, Chairperson, Women's Studies Programme, New College, University of Toronto, Toronto, Ontario, M5S 1A1. Applications will be accepted until the position is filled. This position is subject to budgetary approval.

ZOOLOGY

UNIVERSITY OF BRITISH COLUMBIA. Department of Zoology. Applications are invited for NSERC University Research Fellowship positions. Preference for applicants with interest in cell and developmental biology or terrestrial ecology, but other fields of interest also open. Positions available September 1, 1983, will involve some teaching responsibilities appropriate for the specialization of the appointees. Salary equivalent to Assistant Professor levels, 1982-83 base, $27,000. Submit complete curriculum vitae with names of three referees and reprints by June 30, 1982 to: Dr. G.G.E. Scudder, Head, Department of Zoology, University of British Columbia, Vancouver, B.C. V6T 2A9, Canada. The University is an equal opportunity employer but, in accordance with Canadian Immigration and NSERC requirements, this advertisement is directed to Canadian citizens and permanent residents.

ACCOMODATIONS

FOR RENT: 1 July 1982 - 30 June 1983. Fully furnished 3 bedroom bungalow, 1 1/2 baths, fireplace, completed basement, (+ 2 bedrooms) double garage, etc. 10 min to U. of Alberta, Edmonton, $1,000/mo. Tel: 403-434-1110.

SABBATICAL — TORONTO HOUSE FOR RENT. July '82 through August '83. Rosedale, near park, TTC, stores. Furnished or unfurnished. 4 or 5 bedrooms, den, 2 fireplaces, 2 1/2 baths, playroom, 5 appliances, garage, patioed garden. $1400/mo. plus utilities. 416-967-0660.

SABBATICAL — HOUSE FOR RENT. September 1982 end June 1983. Montreal, easy access to all Universities by metro. Furnished 2 single and 1 double bedroom, parlor, dining room, basement with study and playroom, 2 bathrooms, piano and garden. With references. $1,000/p.m. plus utilities. Tremblay 382-2972; Bélanger 387-2321.

SABBATIQUE — MAISON A LOUER. Septembre 1982 à fin juin 1983. Montréal accès facile à toutes Universités par métro. Meublée, 2 chambres à coucher simple, 1 double, salon, salle à manger, sous-sol avec bureau, salle de jeu, 2 salles de toilette, piano et jardin. $1,000/p.m. plus frais d'utilités. Trembley 382-2972; Bélanger: 387-2321.

A LOUER, APT. meublé à louer à Paris, 15e près métro autobus, 50m2, 22e étage, salle de bain complète, piscine sur le toit à l'année. Plan sur demende. L. Lamy, 788 Antonine-Maillet, Montréal, Québec, H2V 2Y5. (514) 737-1955.

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sent plans. Other interested associations and members can utilize the information in this article to decide whether they could improve the amount or kind of coverage for their members by use of this new plan.

Larger associations which market their own internally designed plan should be able to provide members with coverage at an average rate of less than 20 cents per thousand dollars of coverage per month. For example, premiums at the University of Alberta were reduced from 29 cents per thousand to 13 cents per thousand dollars of coverage through the remarketing process, and experience over the last two years has justified the lowering of the rate. See "The Value of a Second Opinion" in the October, 1980 *CAUT Bulletin*.

The accompanying rate table displays two sets of rates: one for basic life and one for optional life. Where there is universal coverage and all members of the association (or whatever larger group may be involved) are covered, the basic life rate can be used. Each academic staff association should multiply the volumes of basic coverage in each age/sex category by the corresponding rate. In dividing by the total volume, the monthly average premium for the association can then be calculated. The rates for the optional life portion of the plan are somewhat higher than the basic rates and reflect the individual association member's ability to choose varying levels of coverage.

The assumption underlying the proposed rate structure is that basic life benefits will terminate at retirement and contain a waiver of premium benefit in the event of disability (continuing to age 65). Optional life coverage assumes that benefits will cease at the earlier of retirement or age 70.

Coverage will be offered in units of $25,000 to a maximum of $200,000 per staff member and will be indexed on a year to year basis. All members of the plan would enroll by filling out a simple health declaration form. Coverage would be provided without evidence of insurability for those who already have coverage with any existing carrier. Increased coverage in the optional life plan would, of course, require evidence of insurability.

The amounts indicated in the table would be remitted directly to Prudential on a monthly basis by the university. There would be no commission to pay and the administrative cost, if any, would have to be paid for at the university. Details should be worked out with Prudential through Robert Leger who is co-ordinating these plans at the CAUT central office.

Professor Eberlein is a member of the CAUT Economic Benefits Committee.

FACULTY EXCHANGE

THE FACULTY EXCHANGE CENTRE. The Faculty Exchange Centre, non-profit, faculty-administered, helps arrange exchanges of faculty within North America and overseas. Send self-addressed envelope for details to 952 Virginia Avenue, Lancaster, Pennsylvania, 17603, U.S.A.

TRAVEL — CHINA

TRAVEL CHINA. Learn Chinese language and culture in summer school in Peking, followed by a tour of China. Total 6 weeks July to August $3490. Luna Tours, 377 B Somerset St. West, Ottawa, Ontario, K2P 0K1. Phone (613) 235-6783. Fall and Spring sessions also available.

LATE ADS

UNIVERSITY OF OTTAWA, Computer Science Department. The Computer Science Department is seeking applicants for two tenure-track positions. A Ph.D. in Computer Science or a closely related discipline is required preferably with specialization in one or more of the following areas: simulation methodology and software, software engineering, operating systems, theoretical computer science, artificial intelligence. Responsibilities will include teaching at the undergraduate and graduate levels, research and administrative activities. Bilingualism (French and English) would be an asset. Applications will be received until the position is filled. To apply, send curriculum vitae and names of three references to: Dr. Tuncer I. Oren. Chairman, Computer Science Department, University of Ottawa, Ontario, K1N 9B4.

UNIVERSITY OF TORONTO. Greduete Centre for Religious Studies and the Departments of Near Eastern Studies and Religious Studies. Applications are invited for the following position: Assistant or Associate Professor, tenure-stream, in Talmud and Jewish Religion. The candidate must be a specialist in Talmud with a Ph.D. who can conduct research and graduate and undergreduate teaching in Rabbinic literature from pre-Talmudic times up to the 18th. Century. The candidate must have e research and publication record adequate to justify appointment to the Graduate Faculty. He or she should also be able to teach undergraduate courses in the history of the Jewish Religion, preterably from a comparative perspective. Applicants should send a curriculum vitae and the names of three referees to Professor J.H. Simpson, Director, Centre for Religious Studies, University of Toronto, Toronto, Ontario, M5S 1A1. Applications will be considered until the position is filled. Appointment effective July 1, 1983. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF BRITISH COLUMBIA. Department of Geological Sciences. Part-time sessional lecturer required to teach a one-term course in x-ray determinative mineralogy; January 1, through April 30, 1983. Stipend $4,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply by August 1, 1982 to: Head, Department of Geological Sciences, University of British Columbia, 6339 Stores Road, Vancouver, B.C. V6T 2B4.

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Chemistry. Applications are invited for the position of Tutor in Chemistry at the Erindale Campus, of the University of Toronto. Candidates should possess a Master's degree or the equivalent. Duties will consist of assisting with second and third year courses in Organic Chemistry and freshman chemistry. Ability to also teach analytical or physical chemistry would also be advantageous. The initial appointment for one year will commence July 1, 1982 and there may be a possibility of reappointment. Salary range for this level is expected to be $18,500-$26,000. Candidates should submit a curriculum vitae and the names of three referees to: — Professor E.A. Robinson, Erindale Campus, University of Toronto, Mississauga, Ontario, L5L 1C6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for application is July 31, 1982.

UNIVERSITY OF TORONTO. SCARBOROUGH COLLEGE. Geology. Applications are invited for a postdoctoral position in Geology at Scarborough College, University of Toronto. Persons whose field of specialization is in sedimentology, hydrogeology, or volcanology are particularly encouraged to apply. Duties will involve some teaching at the introductory level. A Ph.D. is required. Send resumé, transcripts, and three letters of reference to: Professor J.A. Westgate, Department of Geology, Scarborough College, University of Toronto, 1265 Military Trail, West Hill, Ontario, M1C 1A4.

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Tuition waivers and taxation policy

by David Balzarini

Proposed changes in taxation policy affect certain fringe benefits. Waiver of tuition fees is one of these benefits. Faculty and staff employees of some universities have provisions whereby tuition fees are waived for their dependents. The exact details vary among universities, but approximately one-third of faculty and staff are eligible to receive this benefit.

Revenue Canada has issued new interpretations of the Income Tax Act which would make tuition waivers for a dependent a taxable benefit to the employee.[1] Other items received by employees such as travel passes, free meals, discounts on merchandise, etc., are also to be considered taxable benefits, although there have been modifications in these interpretations since they were first issued.[1, 2, 3]

The cost to a university of providing a tuition waiver is not easy to measure, but is only marginal in most cases. An additional student in most courses does not greatly affect the overall cost for the university in providing that course. The situation may be different in cases where programmes have quotas, and the quotas are filled. This might be the situation in medicine or dentistry, for example. In the vast majority of disciplines where there are no filled quotas, however, the marginal cost is negligible.

The Canadian Association of University Teachers policy on the issue of taxation of fringe benefits is that rules should be equitably and uniformly applied to all benefits received by all taxpayers. If certain benefits are to be treated differently, this treatment should apply to similar benefits for all groups. CAUT's policy is that tuition waivers should not be a taxable benefit for those programmes where there are no filled quotas. This is in line with the recent alterations to the changes announced for the treatment of airline passes.

Airline passes provide a good example to compare with tuition waivers. The magnitude of the amounts involved and the other economic aspects of the two items makes one wonder why Revenue Canada, in the most recent interpretations known to the author, is concentrating effort on tuition waivers.

Two aspects of tax imposition and collection beyond general principles which are considered by Revenue Canada are the amount of dollars involved and the difficulty and complexity of collection. Essentially, equitable application of tax rules might require certain taxation of items, but if the costs of collection outweigh the tax revenue, uniform and equitable application of rules may not be warranted.

The total amount of tax revenue generated if tuition waivers become taxable is not large. An estimate can be easily made. One-third, as stated previously, of the approximately 30,000 faculty and 30,000 staff employees who are full-time would be eligible to receive tuition waivers for dependents. Therefore, 20,000 is a reasonable estimate for the number of employees who are at universities with tuition waiver policies. This figure will be used even though it will over-estimate the effect because many employees are young and do not remain employees for a long duration. University age children eligible for tuition waivers would be those of older employees.

Assume that the average number of children per employee is two. Not all children attend university and many would go to other universities because a programme is not offered locally, or they prefer to go elsewhere, etc. The tuition waiver received by any child would be for 4 years typically. The number of tuition waiver-years for an employee with two children would therefore be eight over a working span of approximately 40 years.

The over-estimate obtained by multiplying 20,000 by 8 and dividing by 40 is 4,000. Although the cost to the university is nearly negligible, assume for the following that the value of a tuition waiver is $800. The total amount is then only a little over $3,000,000. If we remember that the numbers have been over-estimated above and now look at the amount of taxes which might be generated, we can estimate that the total amount of taxes which might be collected by new interpretations of the Income Tax Act would probably be less than $1,000,000.[4]

Contrast this with air travel passes, for example, an item which was first suggested to be a taxable benefit, but for which the new policy now appears to be reverting to something closer to the old policy of treating it as a non-taxable benefit. The number of employees of airlines and travel agents in Canada is over 50,000. Policies on travel passes vary but assume each employee receives one pass good for two persons for travel out of the country.[5] As we did for tuition waivers, assume not the cost to the airline but the value to a third party, and assume the average fare is $800 or $1,600 for the two persons. Multiplying 50,000 by $1,600 yields $80,000,000 as an estimate of the amount of money involved. This amount would generate $27,000,000 in taxes, significantly more than the amount involved in tuition waivers.

Perhaps even more important aspects of this question are the direct economic implications rather than the tax revenue. Tuition waivers enable persons to receive education and training. The improvement of skills in this world of rapidly changing technology has been advocated for decades as part of general policy of most levels of government.

Contrast this with the case of travel passes and we discover another economic consideration. There is no policy known to the author that every Canadian should spend a holiday spending money in some tropical resort or restaurant in Venice. There are even policies promoted by some levels of government that people should explore the region closer to home on their next vacation.

The average amount of money spent per person by Canadians travelling by air to the U.S. in 1980 was $370, and the average amount by those travelling to points other than the U.S. was $749.[6] (These figures exclude air fare). Therefore, it is safe to estimate that the two persons travelling on a pass spend $1,000 outside of Canada on the trip abroad.

The total amount of money using the same conservative estimates as previously is therefore $50,000,000. This amount of money spent in Canada would generate additional tax revenue in addition to the multiplying effects in the economy. In fact the revenue from sales tax alone on this amount is probably greater than the tax revenue to be collected from tuition waivers under the new rule interpretations.

Persons with only an academic interest and no personal interest in the economic questions discussed above, find it difficult to understand the interpretations. Yet we find politicians and civil servants backtracking on the changes in interpretation of rules concerning airline passes and other items while quixotically pursuing the new interpretation of the rule for tuition waivers. It would appear that the trends in interpretation of rules are effected mainly by lobbying.

References

1. Revenue Canada, IT 470 (February 16, 1981)
2. Budget papers, November 1981
3. Revenue Canada, IT 470 (February 22, 1981)
4. Tax rates are assumed at 33 percent for this article.
5. Number of passes usually varies with seniority up to five per year for longtime employees.
6. Statistics Canada, 66-201 Annual

Professor Balzarini is a member of the CAUT Economic Benefits Committee.

CAUT Group Life Insurance Plan in place

by Larry Eberlein

The new group life insurance plan for smaller CAUT associations is now in place. The Economic Benefits Committee of CAUT has been working with Prudential Insurance Company of America for almost two years to prepare this new special group life program.

A session held at the Council meeting in May of 1981 introduced smaller associations to the concept of a national group life insurance plan. Those associations which provided background information have now received letters with the exact quotations based on their membership and pre-

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RATES PER $1,000 OF INSURANCE

AGES	BASIC PLAN		OPTIONAL PLAN	
	Male	Female	Male	Female
Less than 40	.075	.045	.085	.050
40-44	.145	.080	.165	.090
45-49	.250	.120	.290	.140
50-54	.420	.185	.485	.210
55-59	.720	.335	.830	.385
60-64	1.200	.505	1.380	.580
65	1.265	.570	1.455	.655
66	1.380	.630	1.590	.725
67	1.510	.710	1.740	.820
68	1.660	.790	1.910	.910
69	1.835	.880	2.110	1.010
70	2.025	.985		
71	2.230	1.110		
72	2.450	1.250		
73	2.675	1.415		
74	2.910	1.600		
75	3.150	1.805		
76	3.410	2.025		
77	3.695	2.265		
78	4.010	2.500		
79	4.360	2.755		
80	4.750	3.015		